



## Health, Safety and Environment (HSE) Policy

The Health and Safety of People, Environment, Equipment, and Material are an integral part of Apex International Energy's business and a top priority.

The following principles must apply in day-to-day activities everywhere and by all working for Apex:

- Compliance with all relevant legislation and regulations, and where feasible and appropriate, all international and national practices.
- Promotion of individual commitment and accountability to our HSE Policy and procedures and their effectiveness through appropriate training and annual measurable objectives.
- Promotion of a proactive and positive attitude of line management in the prevention of accidents and respect for the environment.
- Encourage open communications, sharing experiences and honest reporting on HSE matters with employees, contractors and other stakeholders affected by our operations.
- Protecting people and the environment by systematic Hazard Identification (HAZID) and Risk Evaluation associated with our operations, as well as setting effective control measures.
- Promotion of the conservation of natural resources and limit waste generation associated with our operations.
- Establish, maintain and regularly test emergency response plans.
- Using Best Available Technologies (BAT) to achieve a safe mode of operations.
- Report and analyze any incident or abnormal situations. Develop and monitor Key Performance Indicators (KPIs), and implement relevant preventive and corrective action plans.
- Encourage our industrial and commercial partners to commit to share to similar HSE systems and philosophy.
- Our HSE Policy shall be communicated to all persons working under the control of Apex with the intent that they are made aware of their individual HSE obligations.

Our main goals are incident prevention and continual improvement of our HSE Management to reduce the number and severity of accidents, injuries, illness, and impact on the environment.

As CEO of Apex, I am committed to ensuring that our organization, procedures and resources enable us to achieve these principles and our HSE performance goals. I review this HSE Policy periodically and when needed to confirm that it remains relevant and appropriate to Apex's scope of activities. Please join me and the entire Apex organization in adopting and executing this HSE Policy in a manner in which we can all take pride.

Authorized by:

A handwritten signature in blue ink, appearing to read "Thomas Maher".

Thomas Maher

Apex International Energy President CEO