



Swan Energy Limited

Environment, Health and Safety Policy

Swan Energy's Environment, Health and Safety Policy (EHS) policy provides guidelines for responsible and ethical conduct of business with focus on safeguarding the environment, health and safety of people and property.

Objectives:

- Protect the environment – use resources wisely and deploy waste management principles in order to meet domestic as well as global sustainable development goals;
- Promote occupational health and well-being of all concerned personnel;
- Conduct all activities in a safe manner while avoiding injury to all concerned personnel;
- Comply with all statutory requirements concerning EHS, and;
- Strive for continuous improvement in EHS performance and standards.

For the effective implementation of EHS Policy and in order to achieve the EHS Objectives, we pledge to adhere by the following principles:

EHS is non-negotiable: Adherence to EHS Policy (rules, guidelines, procedures, statutory or otherwise) is a basic and primary condition of employment of all personnel.

'EHS starts with me' and 'I am responsible for EHS': This is the spirit with which all concerned personnel will perform their respective tasks. Encourage colleagues and contract employees to act responsibly; look out for each other's well-being as you would of your own.

Commitment to a strong EHS culture is a core value: A strong safety culture is vital to the welfare of all and ensures long-term success.

Develop EHS competency by training: Provide necessary and required EHS training; each employee commits to acquire the necessary EHS competency by fully engaging in training programs / workshops.

Completing work in a safe manner, stop unsafe work: Each personnel will contribute towards creating a safe workplace by rejecting unsafe practices and inculcating safety oriented behavioral practices. Every personnel shall report all instances of unsafe conditions or practices, accidents and incidents without concern for retribution.