



Health, Safety, and Environment Policy




Approvals			
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		Signature	Date

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1. Purpose

This Health, Safety, and Environment Policy explains BW Energy's (BWE) principles and expectations of personnel for safe operations at all BWE locations (workplaces that are owned, leased, or managed by BWE, or BWE-operated sites, including buildings, offices, facilities, grounds, vehicles), as well as the consequences of noncompliance.

2. Scope

This is a Corporate policy and applies to all BWE personnel (employees and contractors).



ATTENTION: If this content conflicts with applicable regulations, then the applicable legal regulations shall be followed.

If this content creates a higher obligation, then it shall be followed as long as full compliance with applicable regulations is also achieved.

3. Company References

The following BWE references provide additional information that relates to this document.

Table 1. Company References

Document Number	Full Title
CORP-POL-0008	Alcohol and Drug Policy

4. Responsibilities

The following personnel are responsible for completing specific tasks.

Table 2. Personnel Responsibilities

Title	Responsibilities
All Employees	<ul style="list-style-type: none"> Comply with the requirements of this policy
All Contractors	<ul style="list-style-type: none"> Train, qualify, and certify contractors with this policy before release to the jobsite
BWE	<ul style="list-style-type: none"> Provide appropriate training to employees and contractors
Head of Sustainability	<ul style="list-style-type: none"> Provide guidance and resources to achieve the objectives of this policy
Manager	<ul style="list-style-type: none"> Implement and support the Operations Manager in adhering to this policy
Operations Manager	<ul style="list-style-type: none"> Verify that all personnel are made aware of, receive appropriate training, and perform according to this policy



5. Health, Safety, and Environment Requirements

All personnel are responsible for maintaining a safe work environment.

6. Policy Statement

BW Energy is committed to prioritizing health, safety, and environment (HSE) matters in all its operations. We shall continually improve our HSE performance and strive to prevent harm to people, the environment, and property because we firmly believe that all incidents can be prevented. Refer to Attachment 1.

This policy requires:

- Setting clear goals for HSE matters at BWE locations and jobsites.
- Communicating targets set for the relevant part of the organization.
- Establishing plans and strategies to communicate activities, responsibilities, and targets.
- Measuring and reporting performance.

7. Objectives

The objectives of this policy are to:

- Deliver safe production.
- Maintain a healthy and safe workplace for personnel.
- Minimize BWE's environmental footprint.

8. Expectations of Personnel

8.1. Continuous Improvement

Personnel shall contribute to the continuous improvement of HSE performance at all BWE locations by:

- Sharing knowledge and applying the Life-Saving Rules of the International Association of Oil & Gas Producers (IOGP).
- Demonstrating a proactive HSE culture through personal leadership and a spirit of openness and cooperation.
- Maintaining HSE focus during all visits to BWE locations.
- Implementing, reporting, and analyzing deviations and near misses or incidents.
- Learning from incidents and encouraging openness and sharing experiences.
- Participating in drills and exercises.
- Completing HSE training.

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- Supporting, promoting, and participating in the rollout of HSE campaigns.

8.2. Personal Commitment

Personnel shall use their leadership and commitment to:

- Fulfill their duty of care toward anyone associated with the BW Energy name.
- Initiate a robust risk management process to identify and mitigate operational risks.
- Perform systematic and thorough risk assessments.
- Implement the required mitigation measures for all activities to be performed with an acceptable level of risk.
- Verify that BWE locations are managed with Competent Persons and adequate organization.
- Manage activities to minimize the potential environmental impact by using best available techniques.
- Effectively manage major accident hazards throughout the life cycle of our assets.
- Select contractors and commercial partners with proven HSE records and a visible commitment to HSE excellence.
- Verify that no one under the influence of alcohol or illegal drugs has access to BWE locations. Refer to BWE's *Alcohol and Drug Policy*.
- Verify that accident prevention measures are implemented during driving and road-related activities.
- Monitor and communicate HSE performance to all personnel and stakeholders.
- Recognize and reward exemplary HSE performance and behavior while being vigilant for areas to improve HSE.

8.3. Stop Work Authority

Personnel have the authority and obligation to stop work for unsafe working conditions or behaviors without fear of retribution.

9. Noncompliance

Failure to comply with this policy may lead to disciplinary action, which generally includes the following stages:

1. Verbal warning
2. Written warning
3. Suspension without pay
4. Dismissal

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10. Training and Certifications

Before performing work associated with this policy, all personnel shall receive appropriate training and certifications. Refer to competency and training matrices.

11. Supplemental References

The following external references support this BWE document.

Table 3. Regulatory Standards

Document Number	Name of Agency	Document Title
—	—	—

Table 4. Industry Standards

Document Number	Name of Organization	Document Title
Report 459	International Association of Oil & Gas Producers (IOGP)	Life-Saving Rules

12. Glossary

The terms and abbreviations defined in this section are specific to this document.

Table 5. Terms and Definitions

Terms	Definitions
Acceptable level of risk	A risk (including its mitigations) with a low probability of occurrence and slight consequences
Best available techniques	The best methods (or technologies) to prevent or minimize industrial pollution
Competent Person	One who is capable of identifying existing and predictable hazards in the surroundings or working conditions that are unsanitary, hazardous, or dangerous to personnel, and who is authorized to take prompt corrective measures to eliminate the hazards
Duty of care	A legal obligation that requires adherence to a standard of reasonable care while performing any acts that could foreseeably harm others
Life-Saving Rules	A set of IOGP rules that provide workers with the actions they can take to protect themselves and their colleagues from fatalities
Major accident hazards	A hazard, even a natural occurrence, that has the potential to cause a major accident event
Mitigation	Action(s) that reduce the likelihood or impact of an incident



Terms	Definitions
Near miss	An event or sequence of events that did not cause injury, illness, production loss, reputation impact, or damage to property, or the environment, but under different conditions could have done so
Risk assessment	The process of risk identifying, prioritizing, mitigating, monitoring, and reporting risks that could impact the personnel, environment, asset, portfolio, or major capital projects
Stop work authority	Empowering all employees with the responsibility and obligation to stop work at a jobsite if they think the working conditions or behaviors are unsafe

Table 6. Abbreviations

Abbreviations	Terms
—	—

13. Document Review and Revision Responsibilities

This document is subject to regular reviews to verify accuracy and effectiveness and to identify opportunities for improvement. Table 7 lists the personnel who are Responsible, Accountable, Consulted, and Informed (RACI) in that review and revision process.

- **Responsible** Does the work to review or revise this document.
- **Accountable** Delegates work and is the last one to review this document before it is deemed complete.
- **Consulted** Provides input based on either how it will impact future project work or their domain of expertise on the deliverable itself.
- **Informed** Regularly reviews to remain up to date with current versions.

Table 7. RACI Chart

Title	Responsible	Accountable	Consulted	Informed
Chief Executive Officer		X		
Head of Sustainability	X			
Employees			X	X
Contractors				X



14. Document Revisions

Table 8. Summary of Changes

Revision History				
Rev #	Date	Description	Approver	Section(s)
0	07 Jul 2022	Issued for approval	Carl Arnet	All
1	13 Dec 2022	Updated policy poster	Carl Arnet	All

Appendix 1. Symbology



WARNING: Indicates potential for:

- Risk of injury or death to personnel.
- High risk of damage to the company's reputation, relations, or financial status, or vulnerability to legal action.



CAUTION: Indicates potential for undesirable consequences of action or nonaction that may include damage to:

- Equipment or the environment.
- The company's reputation, relations, financial status, or vulnerability to legal action.




ATTENTION: Provides important information that is more critical than a NOTE but does not pertain to actions that can result in severe consequences.



NOTE: Provides information that is helpful in addition to the main content.

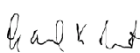
Attachment 1. BWE HSE Policy




BW ENERGY

HSE Policy


CARL ARNET
Chief Executive Officer




KNUT SÆTHRE
Chief Financial Officer




LIANA ALMEIDA
SVP Human Capital




LIN ESPEY
Chief Operating Officer



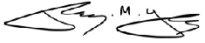
TARA LEITER
VP & General Counsel



THOMAS KOLANSKI
Chief Commercial Officer



THOMAS YOUNG
Chief Strategy Officer



BW Energy is committed to complying with national and international laws and regulations, along with Company Health, Safety, Security, Social and Environmental Guidelines. It is a core value by which we hold ourselves accountable.

The principal HSE objectives of BW Energy are to deliver safe production and a healthy and safe workplace in order that:

- Everyone returns home from work, safe, every day;
- The company has a sustainable minimal environmental footprint.

All personnel shall demonstrate an exemplary HSE behavior and shall actively contribute to the continuous improvement of HSE performance at all locations by:

- Sharing knowledge and applying the BW Energy Life Saving Rules;
- Demonstrating a proactive HSE culture through personal leadership and a spirit of openness and cooperation;
- Maintaining HSE focus during visits to all locations;
- Implementing reporting and analysis of deviations and near-misses / incidents;
- Learning from incidents and encourage openness and share experiences;
- Participating in drills and exercises;
- Completing HSE training;
- Supporting, promoting, and participating in the rollout of HSE campaigns.

To reach these objectives, the personnel shall:

- Perform systematic and thorough risk analysis, and implement the required mitigation measures for all our activities to be performed with an acceptable risk level;
- Apply the "Stop Work Authority" system in all locations without fear of retribution;
- Ensure that each location is managed with a competent and adequate organization;
- Manage our activities to minimize the potential impact on the environment by encouraging use of best available technology, energy efficiency, waste minimization, and recycling;
- Select contractors and commercial partners with proven HSE record and a visible commitment to HSE excellence;
- Ensure no one under the influence of alcohol or illegal drugs has access to our locations;
- Ensure accident prevention measures are implemented during driving and road related activities;
- Recognize and reward exemplary HSE performance and behavior while being vigilant for areas of HSE improvement.