



SECTION I - SAFETY POLICY						No. 20221201
PREPARED BY:			REVISED BY:		AUTHORISED BY:	REVISION: 02
X			X		<i>IS Govender</i>	IN PLACE: 01.01.2022
HSE Managers			Executive Committee		Ivan Govender	REPLACES: 1.06.2017



1. Purpose

The purpose of this policy is to instil a culture of personal ownership and motivation to achieve HSE operating excellence.

Puma Energy is fully committed to Loss Prevention Strategies with a guiding principle of not to compromise the Health & Safety of its employees, contractors, visitors, customers and neighboring communities.

We strive for a continuous improvement of our culture and behaviour based on trust, openness and commitment to our Customers, Community, Suppliers, Contractors, Shareholders and Employees.

2. Scope

This procedure covers all Puma Energy employees. Specifically, this includes:

- Employees on a Puma Energy employment contract (full-time or part-time, fixed term or indefinite contract of employment, interns and trainees)
- Non-Puma employees working under Puma Energy managerial supervision
- Third-party pay-rolled workers.

3. Principles

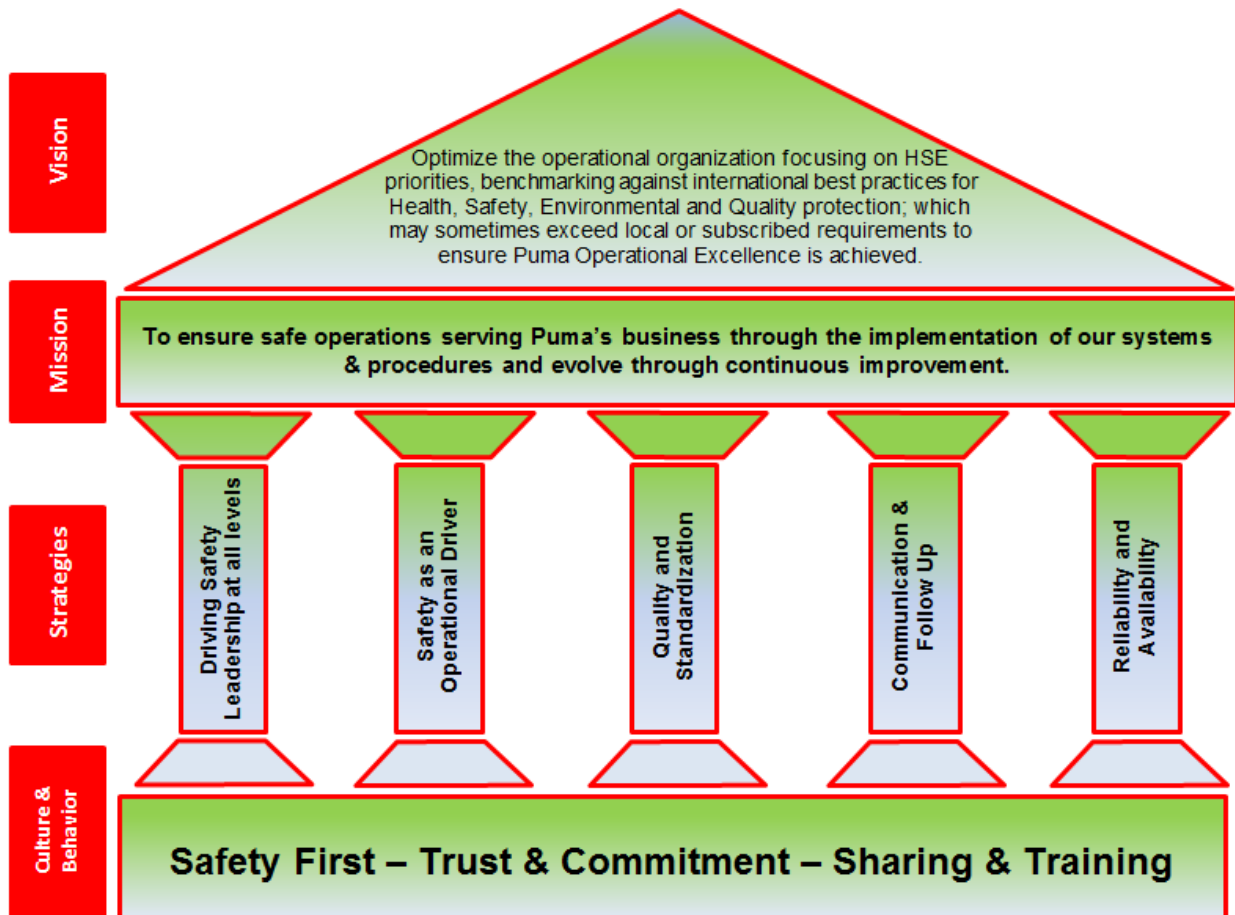
To meet our commitment, Puma Energy will:

- Demonstrate visible safety leadership by having Health, Safety and Environmental excellence as a company core value
- Drive and enhance the ongoing identification, communication and control of risks associated to our activities
- Executing processes in a safe and environmentally responsible manner through effective use of our Safety Management System (SAPS) Guidelines & Quality Standards
- Ensuring whenever there is a conflict between safety and the demands of our operations, safety will always be our highest priority
- Manage the development, standardization and continuous improvement of operational procedures



- Measure, monitor and communicate Key Performance Indicators to illustrate safe and reliable activities
- Provide employees with the capabilities and knowledge to instil a culture of personal ownership and motivation to achieve HSE operating excellence
- Work with local governments, agencies and stakeholders to embed best standards and processes to deliver a sustainable business
- On-going competence improvements via training, coaching, mentoring to encourage of a strong safety leadership culture
- Support the 'Stop Work Authority' that provides all employees the authorization to stop work if they believe it is unsafe to proceed.

4. The Operations Temple



Puma Executive Committee
Jan, 2022

FOR MORE INFORMATION

If you have any other questions, please do not hesitate to contact Operations department or local HSE representative.