HEALTH, SAFETY, SECURITY & ENVIRONMENT (HSSE) POLICY

OBJECTIVE & SCOPE

Puma Energy is dedicated to the health, safety, wellbeing, and security of our workforce, customers, and the communities we engage with. Each decision we make is viewed as an opportunity to positively impact our people, fostering a healthy and safe workplace. We strive to be a trusted, socially responsible business and acknowledge the significance of safeguarding communities and the environment. Our commitment involves minimising environmental and community impact, promoting efficient resource use, reducing emissions and preventing pollution.

This Health, Safety, Security, and Environment (HSSE) policy and commitment applies to all Puma Energy employees, contractors, third parties, and visitors that are performing work or are present on our worksites, facilities, and locations under the control or direction of Puma Energy.

COMMITMENTS

At Puma Energy, we are committed to meeting set objective by:

- Creating a safe, healthy, and inclusive working environment through effective leadership engagement with our workers and their representatives, contractors, communities and external parties.
- Ensuring our leaders and workers understand their responsibilities and accountabilities in effectively managing our HSSE obligations.
- Promoting effective communication, collaboration, consultation, and participation with workers, contractors, stakeholders and interested parties.
- Implementing an effective and efficient Management System to ensure compliance with laws, regulations, and achieve continuous improvement through monitoring processes.
- Applying risk management principles to identify, assess, and control hazards and risks that have the potential to harm people, the environment, assets or the communities we operate in.
- Establishing appropriate strategies, programs, objectives and targets, to measure and report on our ongoing performance through our HSSE Governance structure.
- Providing sufficient resources to improve our worker HSSE knowledge and skills and appointing competent HSSE people to effectively support work activities.
- Providing adequate induction, training, supervision and resources to ensure work can be undertaken safely, securely and efficiently and by protecting the communities and the environment.
- Facilitating prompt reporting of HSSE incidents, near misses, and unsafe conditions, conducting thorough and timely investigations, implementing corrective actions to prevent recurrence, and communicating lessons to be learnt across the organisation.
- Encouraging HSSE ownership, empowering our workers with the authority to speak up and to report any unsafe work practices and unacceptable behaviours.
- Encouraging our workers to maintain a positive mental health, actively promote the prevention of work-related injury and ill health and supporting injured workers to return to work.

Authorised by:

Mark Russell
Chief Executive Officer

General Manager/Chairman

Puma Energy Executive Committee approved on 27.05.2025

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