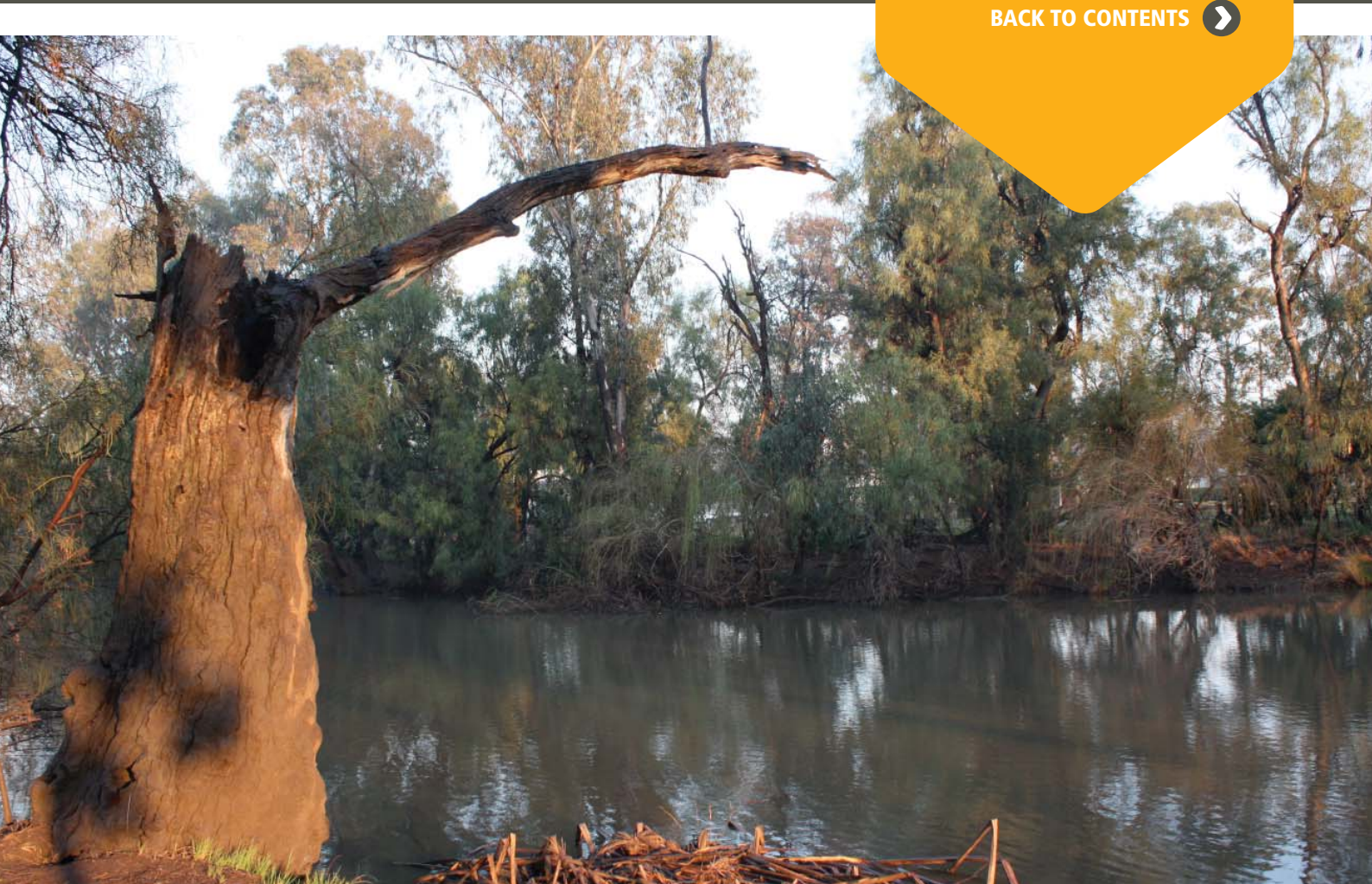




ARROW HSE POLICY

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Occupational Health and Safety Policy

› Policy Statement

Arrow Energy is committed to the belief that each of its employees, consultants, contractors, service providers and visitors are essential to the efficient operation of its business. Therefore, Arrow Energy shall ensure that high standards of occupational health and safety protection commands a higher prominence than other business considerations in the decision making process.

› Expectations

- Personnel are 'fit for duty' and protected from occupational injuries and illnesses
- Operations are conducted, at a minimum, in compliance with current applicable occupational health and safety legislation and Arrow Energy-adopted best practices
- The management system for occupational health and safety establishes a process to develop objectives and targets that support continual improvement
- All aspects of occupational health and safety management are documented, transparent and assessed against performance indicators

› Measure

Arrow Energy ensures elements of its Occupational Health and Safety Management System are implemented by:

- Communicating Arrow Energy expectations to all personnel and holding them accountable for their performance
- Setting an example of leadership at all levels of management
- Including occupational health and safety design into every project a critical equal aspect of quality control
- Managing occupational health and safety consistently as a critical aspect of business integrity

- Implementing risk management principles within each life cycle phase
- Fostering open communication with employees and interested parties
- Effectively managing personnel 'fitness for duty'
- Ensuring adequate training and supervision is provided and is consistent with job requirements
- Providing occupational health and safety advice from professional staff
- Measuring and evaluating occupational health and safety performance and ensuring corrective actions are addressed
- Participating in programs designed to enhance knowledge in laws and regulations and utilising best practices to improve technology
- Reviewing and appropriately updating this Policy periodically
- Ensuring that this Policy is available to all personnel and interested parties

› Scope and Responsibility

- This Policy applies to all personnel involved in Arrow Energy operations. As a cornerstone to the Arrow Energy Occupational Health and Safety Management System, the expectations, measures and supporting plans, procedures and guidelines of this Policy provide for the management of occupational health and safety in the Arrow Energy workplace.
- The Chief Executive Officer and supporting management are responsible for the implementation and enforcement of this Policy.
- Each employee, consultant, contractor, service provider and visitor is responsible for actively participating in and supporting this Policy.



Andrew Faulkner, Chief Executive Officer

12th Day of April 2011, Review Date: March 2014