Attexo
APEM Group

Appendix I

Arrow Energy HSE Policy

Health Safety and Environment Policy

Policy statement

Arrow is committed to:

- Pursuing the goal of causing no harm to people.
- Protecting the environment.
- Ensuring genuine coexistence with landholders and the communities in which we operate.
- Achieving net-zero Scope 1 and 2 greenhouse gas emissions for upstream and power assets by 2050.
- Implementing principles of sustainable development.
- Ensuring full and effective compliance with regulatory requirements.

Measures

Arrow recognises effective management of HSE is critical to the success of our business. Arrow meets its commitments by:

- Providing sufficient resources, systems, training, and supervision for continual improvement.
- Consulting with personnel on matters relating to health, safety, and wellbeing.
- Systematically identifying hazards and completing risk assessments to evaluate risks and opportunities.
- Eliminating or reducing risks to as low as reasonably practicable (ALARP).
- Monitoring, measuring, and analysing performance against our commitments.
- Learning from HSE incidents.
- Completing systematic assurance.
- Conducting periodic reviews to confirm effectiveness, identify, and plan future improvements.
- Effectively planning and managing change.
- Preparing for emergencies.
- Providing psychologically and physically safe, healthy workplaces.
- Using energy and natural resources efficiently and responsibly to provide our products and services.

Behaviours

Arrow expects all Arrow staff and contractors to be visible safety leaders who deliver safe work environments.

All personnel are expected to:

- be ‘fit for duty’
- complete required training
- follow the Life Saving Rules, Land Access Rules, and Process Safety Fundamentals
- comply with HSE Management System requirements
- consistently use risk tools to plan work and to identify and manage HSE hazards
- stop work or intervene when uncertain that everyone is safe
- report incidents and unsafe conditions
- minimise adverse impacts of our activities on landholders, neighbours, and the community in which we operate.

HSE performance will be included in the appraisal of all contractors and staff.

Scope and responsibility

Each Arrow employee, contractor and service provider is responsible for actively meeting this Policy and the HSE requirements applicable to their work.

08/06/2024

Peng Zhengxin, Chief Executive Officer

June 2024