



HSE Policy

GERI is committed to providing a safe and healthy workplace and that all business activities are conducted in a manner that protects the environment. The aims of this policy shall be achieved at all company locations by adhering to the following principles:

- Identification and evaluation of all HSE hazards or aspects and the management of their risks or impacts to acceptable levels.
- Prevention of accidents, injuries, and pollution.
- Recording and communicating HSE performance throughout the organization.
- Continual improvement of HSE performance.
- Requires joint ventures under its operational control to apply this policy and uses its influence to promote it in its other ventures
- Ensuring the safety of our facilities and equipment onshore and offshore
- Creating and maintaining a HSE culture in the company where all employees feel responsible for their well being and the well being of other employees. They will intervene to stop unsafe actions and are active in driving a HSE culture in the company.

GERI has identified following areas that we focus and train our staff to achieve improvement in the prevention of accidents:

- Comprehensive safety training of staff and personnel
- Consequent risk analysis of all relevant operations
- Constant focus on the reporting of incidents and near misses
- Monitor and audit ongoing operations to assure conformance to safety systems

Every employee, whose work may create a significant HSE impact, shall be trained and held accountable for complying with the policy and related procedures, practices, instructions and rules. Working safely and in an environmentally appropriate manner are conditions of employment. Each employee has a duty to report workplace conditions or practices that pose a safety hazard.

A handwritten signature in black ink, appearing to read "Gary Owens". The signature is written in a cursive, flowing style.