



Health, Safety, Security and Environment (HSSE) Policy

We believe that the Board and Senior Leadership of THREE60 Energy set the tone and the culture of the organisation, are committed to lead by example and to use every opportunity to promote a strong culture of safety and environmental protection.

THREE60 Energy's vision is to operate in a manner that provides a safe place of work, managing personal and process safety, security and environmental considerations.

This will be achieved by:

- Identifying and reducing risk to as low as is reasonably practicable, including mitigating the risk from Major Accident Hazards and preventing pollution and other impacts from Major Environmental Incidents.
- Identifying and managing risks associated with both travel and cyber security.
- Instilling a belief that zero harm is possible and that all personal injuries and ill health and environmental incidents are preventable.
- Committing to fulfil all our legal compliance obligations.
- Promoting a healthy workplace and mitigating the risks to peoples' health and wellbeing.
- Promoting strong HSSE leadership and accountability, encouraging leaders to establish HSSE KPIs, objectives and targets and holding them to account for business and HSSE performance.
- Committing to consultation and engagement with employees.
- Efficiently using natural resources.
- Ensuring continual improvement in all aspects of our business.
- Careful application of this HSSE Policy and the implementation of our Integrated Management System, which meets the requirements of ISO 9001, ISO 14001 and ISO 45001.
- Encouraging an open and transparent culture, empowering our personnel to make structured and timely decisions.
- Utilising a program of audit and assurance to verify that our processes and procedures are effective and robust.
- Empowering and supporting all personnel to "Stop the Job" if they have any concerns.

The Chief Executive Officer has overall responsibility for Health, Safety, Security and Environment (HSSE). It is integral to our business to strive for an incident free environment in compliance with the relevant statutory provisions.

All employees and others working for us are expected to support the Company's commitment and engage constructively with our efforts to manage HSSE and to raise any concerns that they may have. We will also facilitate confidential reporting or "whistleblowing" for those who wish to remain anonymous.

All employees have a responsibility to undertake work in line with HSSE related statutory requirements, other appropriate standards and to identify unsafe working situations. Compliance with this Policy is the responsibility of all personnel working on behalf of THREE60 Energy and is enabled through the commitment of all THREE60 Energy managers.

Signed:

Date: 20th February 2024

A handwritten signature in blue ink, appearing to read 'Walter Thain', with a horizontal line underneath.

Walter Thain
Chief Executive Officer