JADESTONE ENERGY PLC ("COMPANY")
HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL POLICY
("POLICY")

Jadestone Energy is committed to protecting the health and safety of everybody who plays a part in our operations, lives in the communities in which we operate, whilst protecting the environment and complying with legislative and regulatory requirements. We aim to eliminate all major accidents, life altering or environmental harm events with a continuous improvement mindset. This policy is applicable at all our operated sites, offices, warehouses, and where we have operational controls.

Our Plan:

- Leadership is visible at all operating sites, understanding how work gets done, supporting continuous improvement, risk management and setting clear accountability and expectations.
- Our workers understand they have a duty of care to ensure their own safety and the safety of those around them.
- Everyone has stop work authority if they see, or perceive something is unsafe, or could harm the environment.
- Maintain compliance with the Company's HSSE Management Systems and Standards
- Put health, safety and environmental considerations into every operational decision, reducing risks to a level that is as low as reasonably practical.
- Implement controls to help mitigate human error
- Comply with applicable laws, regulations, building trust with regulators and the community
- Demonstrate a commitment to being a good neighbor in the communities in which we operate and will consult proactively with stakeholders on issues of mutual interest
- Maintain a commitment to reducing our carbon footprint, conserving natural resources, and minimizing waste, emissions, and releases throughout our operations
- Everyone has a duty and obligation to report incidents, near misses, hazards, unsafe acts or HSSE concerns they observe in the course of performing their work
- Foster a learning culture that allows learning from successful work and unwanted events, implementing barriers to prevent recurrence, and sharing these learnings widely
- Require all contractors to have an HSSE management system that either equals or exceeds the Company's.
- Ensure all workers understand their HSSE responsibilities and are trained to perform their assignments with competency
- Maintain a state of preparedness to respond to emergencies including security related events, preventing escalation whilst minimizing damage or harm
- Monitor performance against our HSSE management systems and regulations through robust audit and verification programs
- Provide a safe and healthy workplace by identifying and mitigating occupational health risks, promote health wellness programs

Our Expectation

Through implementation of this policy, Jadestone seeks to earn the public's trust and to be recognized for excellent HSSE performance.

T. Mitch Little
Chief Executive Officer