



HEALTH SAFETY SECURITY AND ENVIRONMENT POLICY

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I GENERAL INFORMATION

1.1 DENOVO

DeNovo is an energy company focused on meeting the energy needs of Trinidad and Tobago. DeNovo is the owner of Block I(a) located offshore in the west coast of Trinidad. DeNovo currently produces natural gas from the Iguana and Zandolie fields in Block I(a) from four (4) shallow water wells with two (2) unmanned platforms and a 45km pipeline to DeNovo's Gas Processing Unit which is located onshore.

1.2 WINNING STATEMENT

We make a difference by safely, rapidly, and efficiently developing and operating greenfield and brownfield assets utilizing green technologies and automated processes (designed and built to industry standards) in order to deliver competitive energy molecules, all done through highly enrolled and empowered DeNovians.

2 POLICY STATEMENT

2.1 INTRODUCTION

DeNovo Energy Limited and DeNovo Energy Block IA Limited is committed to conducting its operations in a manner that promotes the health, safety and security of its employees, stakeholders, and the community in which we operate while promoting a sustainable environment.

Through implementation of this policy, DeNovo seeks to proactively and systematically manage risks associated with our operations, maintain the trust of all stakeholders, and be recognized as a leader in HSSE.

2.2 COMMITMENT

2.2.1 WE COMMIT TO:

- Demonstrate HSSE importance through hands-on visible leadership and behavior with clear authority and accountability.
- Develop a culture that values good HSSE performance and recognizes its link to good business performance.
- Set clear accountabilities for the delivery of HSSE activities and Implement a Management System Framework that provides a systematic risk management approach to manage risks to As Low as Reasonably Practicable and ensure business continuity.
- Conform to all relevant laws and regulations governing HSSE and apply appropriate standards where legislation does not exist.
- Consult and participate with employees and employees' representatives to drive continuous improvement in HSSE, embrace intervention in unsafe practices and conditions, deploy a robust process for the investigation of incidents and capturing lessons learned, share lessons learnt, work with the industry to improve practices and learn from the experience of others.
- Implement sound procurement, supplier, and contractor management practices to reduce the risk associated with the supply of goods and services and improve the overall HSSE performance of our suppliers and contractors.
- Consult with interested parties and stakeholders, and the local community to foster an understanding of health, safety, security, and environmental issues, communicate to all stakeholders and interested parties, about its policies, programs, and performance to facilitate the integration of HSSE throughout the life cycle of our operations, projects, and business decisions.
- Implement structured mental health initiatives to prevent ill health, and provide suitable and sufficient HSSE information, training, awareness, and resources needed for the safe and environmentally sound performance of work.
- Set clear loss control and loss prevention requirements for all operations and provide a secure workplace for its employees, service providers and other interested parties.
- Provide a formal and structured approach for the management of asset integrity and process safety risk throughout the lifecycle of our facilities, from design, procurement, construction and commissioning through operation and maintenance, to decommissioning.

- Promote a sustainable future by protecting the environment, supporting economic growth and financial stability of communities and stakeholders, without compromising their social, environmental, and cultural values and ensuring fair access to resources and opportunities.
- Set, publish, monitor, and review health, safety, security and environmental performance objectives, measure, appraise, report, and benchmark our performance to achieve continuous HSSE improvement.
- Empower and require employees, contractors, partners, and suppliers to stop work whenever they believe there is danger to people or the safe and secure operation of our assets.

2.3 REVISION AND APPROVAL

This policy is subject to annual review and update where necessary.

The policy shall be subject to approval by the highest office holder in DeNovo at the time of its revision.

All posted and otherwise communicated versions of this approved policy shall be a single page format and shall feature the signature of the approver and their position within the organization together with the date of approval of the policy in the bottom right hand of the document. (See Appendix I).

2.4 DISTRIBUTION

Printed copies of the single page, signed approved version of this policy, shall be displayed in a highly visible location at each DeNovo site, and shall form part of all contracts issued by the company.

APPENDIX I – DENOVO HEALTH SAFETY SECURITY AND ENVIRONMENT POLICY



HEALTH, SAFETY, SECURITY AND ENVIRONMENT (HSSE) POLICY

DeNovo Energy Limited and **DeNovo Energy Block IA Limited** is committed to conducting its operations in a manner that promotes the health, safety and security of its employees, stakeholders, the community in which we operate while promoting a sustainable environment.

Through implementation of this policy, DeNovo seeks to proactively and systematically manage risks associated with our operations, maintain the trust of all stakeholders, and be recognized as a leader in HSSE.

We commit to:

- Demonstrating HSSE importance through hands-on visible leadership and behaviour with clear authority and accountability.
- Develop a culture that values good HSSE performance and recognises its link to good business performance.
- Set clear accountabilities for the delivery of HSSE activities and Implement a Management System Framework that provides a systematic risk management approach to manage risks to As Low as Reasonably Practicable and ensure business continuity.
- Conform to all relevant laws and regulations governing HSSE and apply appropriate standards where legislation does not exist.
- Consult and participate with employees and employees' representatives to drive continuous improvement in HSSE, embrace intervention in unsafe practices and conditions, deploy a robust process for the investigation of incidents and capturing lessons learned, share lessons learnt, work with the industry to improve practices and learn from the experience of others.
- Implement sound procurement, supplier, and contractor management practices to reduce the risk associated with the supply of goods and services and improve the overall HSSE performance of our suppliers and contractors.
- Consult with interested parties and stakeholders, and the local community to foster an understanding of health, safety, security, and environmental issues, communicate to all stakeholders and interested parties, about its policies, programmes, and performance to facilitate the integration of HSSE throughout the life cycle of our operations, projects, and business decisions.
- Implement structured mental health initiatives to prevent ill health, and provide suitable and sufficient HSSE information, training, awareness, and resources needed for the safe and environmentally sound performance of work.
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- Empower and require employees, contractors, partners, and suppliers to stop work whenever they believe there is danger to people or the safe and secure operation of our assets.

A handwritten signature in blue ink, appearing to read 'Bryan'.

Bryan Ramsumair
Managing Director
22nd February 2024