



INVIGOUR ENERGY
CONSULTANCY. TECHNOLOGY. TRAINING. SERVICES

Health, Safety & Environment Policy

INVIGOUR ENERGY

COMPANY HEALTH, SAFETY AND ENVIRONMENT POLICY

Invigour Energy Sdn. Bhd. (Invigour Energy) aims to be the top solution provider to oil and gas operator companies and regards the promotion of health, safety and environment to be an important objective for all management and employees at all levels. It is the policy of Invigour Energy to ensure the health, safety and prevention of injuries to all employees whilst at work and to minimize environmental impact in the execution of work at all times.

Invigour Energy will take all reasonable steps within its power to meet the managerial responsibilities to:

- Ensure compliance to applicable local legislation, codes, acts and standards and other related Invigour Energy policies in the areas of Health, Safety and Environment.
- Provide and maintain a safe and healthy working environment considering statutory requirements.
- Provide training, instruction and information to enable employees to perform their duties safely and efficiently.
- Conduct systematic audits and inspections to identify and correct any work practices and conditions that are potentially harmful to employees.
- Make available all necessary safety and protective equipment to all employees.
- Hold periodic meetings on health, safety and environmental issues. Ensure that all improvement initiatives on health, safety and environmental issues are considered in the best interests of the employees.
- Be accountable for company actions with regards to health, safety and environment.
- Empower all employees with authority to stop any unsafe act or intervene any situation that they consider to be unsafe, or that could put people or the environment at risk.
- Use industrywide best practices or relevant standards to achieve necessary requirements with regards to HSE and enacting a safe working environment in which safety culture can thrive.
- Be committed to our Customers' satisfaction and encourage open dialogue and transparency with all stakeholders.
- Manage our process to ensure energy efficiency is maximized with regard to overall energy consumption, emissions in natural environments, and production of unnecessary waste which will be harmful to the environment and biodiversity where we conduct our business.
- Ensure that our partners or vendors strive for the same standards on HSE or higher. We favour doing business with companies or individuals who share the same standards on the basis of their ability to apply similar health, safety, security, environmental, quality and societal measures.

It is the responsibility of every employee to conform to this policy. All Invigour Energy employees are reminded that they have a legal as well as professional responsibility to take reasonable care for the health and safety of themselves, their colleagues and any visitors to Invigour Energy premises.