

INTRODUCTION

This Policy sets out the following:

1. Objective
2. HSE principles and practices
3. Application and compliance
4. Policy breaches
5. Reporting breaches of this Policy
6. Roles and responsibilities
7. Definitions
8. Further information

1. OBJECTIVE

Our objective is to operate our business in a responsible and appropriate manner, which respects the health, safety and security of our employees, contractors, the members of the communities and the environment in which we operate.

This Health, Safety and Environment Policy (“Policy”) has been adopted by **Australis** to provide a framework for achieving this objective.

2. HSE PRINCIPLES AND PRACTICES

Australis is committed to the principles and practices outlined below.

- Acknowledging that the management of health, safety, security and environmental (“HSE”) issues is an integral part of our business, and should be incorporated into our business planning and decision making processes.
- Implementing and maintaining a systematic approach to HSE risk management in order to achieve the objectives outlined in this Policy.
- Complying with all applicable laws and regulations as a minimum standard, and applying responsible standards consistent with this Policy where laws do not exist.
- Working collaboratively and proactively with **Stakeholders** to develop and advance effective approaches to HSE management, and communicating openly on HSE related issues.
- Continuously seeking ways to minimize the impact of our exploration and production activities on the environment.
- Continuously identifying, reporting and evaluating risks, threats, hazards and impacts to **Company** operations that have the potential to adversely affect the environment or the health, safety and security of employees, contractors or the community, and implementing appropriate control and contingency measures to minimise and manage them to a responsible level.
- Monitoring, reviewing and setting targets for ongoing improved HSE performance.
- Ensuring that all incidents are investigated, that the supervision of each incident is assumed by the appropriate manager and that those investigations are conducted to a level of detail that is appropriate to the event’s actual and potential severity.
- Providing sufficient and competent human resources to manage our HSE commitments.
- Communicating to all employees and contractors that working safely is a condition of employment. Every employee is expected to take personal responsibility for the safety and well being of themselves and those around them and to fully understand and implement the principles of this HSE policy.
- Selecting and engaging contractors and suppliers whose HSE management systems are acceptable to **Australis** and consistent with this Policy.
- Including an HSE performance assessment and requiring a demonstration of continuous commitment to the Policy in the appraisal of **Australis Personnel** and contractors.
- Providing training, instruction and supervision to **Australis Personnel** to enable them to attain the knowledge and skill levels necessary to perform their work incident free.

3. APPLICATION AND COMPLIANCE

This Policy applies in all jurisdictions in which **Australis** operates and responsibility for its application and its implementation rests with all **Australis Personnel**, as well as to joint venturers engaged in activities under **Australis**

operational control. **Australis** managers and employees are also responsible for stewardship and promotion of this Policy in operations of non-operated joint ventures.

4. POLICY BREACHES

A breach of this Policy is a serious matter which can result in disciplinary action, including termination of employment or contract.

Any **Australis Personnel** found to have either breached this Policy, failed to report a potential breach of this Policy or mislead investigations into potential breaches of this Policy will be subject to disciplinary action.

5. REPORTING BREACHES OF THIS POLICY

If you suspect or observe any contravention of this policy, you have an obligation to report this immediately to the **CEO**. Alternatively, the report may be made in accordance with **Australis' Whistleblower Policy**.

As required by the **Australis' Whistleblower Policy**, no director, officer or employee who in good faith reports a violation shall suffer detriment, either actual or threatened, harassment, retaliation or adverse employment or engagement consequence. If a director, officer or employee retaliates against someone who has reported a violation in good faith they will be subject to discipline up to and including termination of employment or services.

6. ROLES AND RESPONSIBILITY

The **CEO** of **Australis** is responsible for the overall implementation of this Policy and for monitoring compliance with this Policy. Such officer will also continuously review the contents of this Policy and make recommendations for any changes to the Policy to the **Board** as required.

This policy will be reviewed regularly and updated as required by the **Board**.

7. DEFINITIONS

For the purpose of this Policy the following definitions apply:

Australis or Company means Australis Oil & Gas Limited and its subsidiaries and joint ventures in which Australis and/or a subsidiary owns a controlling interest.

Australis Personnel means all directors, officers, , employees, , consultants, and contractors

Board means the board of Directors of the **Company**.

CEO means the person acting in the capacity as the Chief Executive Officer of the **Company** or the consolidated corporate group.

Stakeholder means any person, organisation or the community at large who has an interest in the **Company** or its activities. This includes, but is not limited to, **Australis Personnel**, suppliers, public officials, creditors, shareholders and customers.

8. FURTHER INFORMATION

For further information, clarification or questions regarding compliance with this policy please contact the Company Secretary.

Approved by the Board: 15 June 2016

Reviewed by the Board: 21 June 2017

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