

1. OBJECTIVE

The Company seeks to operate all its activities in a responsible and appropriate manner, which respects the health, safety and security of all employees, contractors, members of the communities and the environment within which operations and activities are undertaken.

This Health, Safety and Environment (“HSE”) 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.

- a) Managing HSE as an integral part of the Australis business and HSE performance is incorporated into all business planning and decision making processes.
- b) Implementing and maintaining a rigorous procedure for the management of HSE risk.
- c) Complying with all applicable laws and regulations as a minimum and applying responsible standards consistent with this Policy and industry practice where laws do not exist.
- d) Working collaboratively and proactively with Stakeholders to develop and advance effective approaches to HSE management and communicating openly on HSE related issues.
- e) Seeking ways to minimize the impact of the Company’s activities on the environment.
- f) Identifying, reporting and evaluating risks, threats, hazards and impacts to the Company’s operations that have the potential to adversely affect the environment or the health, safety and security of employees, contractors or the community. Implementing appropriate control and contingency measures to minimise and manage such risks to a responsible level.
- g) Establishing, monitoring, reviewing and reporting HSE targets for ongoing improved HSE performance.
- h) Ensuring all HSE incidents are investigated, root causes identified and each incident response is appropriate for the incident severity.
- i) Providing sufficient and competent human resources to manage the Company’s HSE commitments.
- j) Communicating to all employees and contractors the requirement to work safely at all locations of activities and operations including the expectation for every employee and contractor is to take personal responsibility for the safety and wellbeing of themselves and those around them and to fully understand and as appropriate for their circumstances implement the principles of this HSE Policy.
- k) Selecting and engaging contractors and suppliers whose HSE management systems are acceptable to Australis and consistent with this Policy.
- l) Including an HSE performance assessment in the appraisal of applicable Australis Personnel.
- m) Providing training, instruction and supervision to Australis Personnel to enable them to attain the knowledge and skill levels necessary to perform their work safely and appropriately.

3. APPLICATION AND COMPLIANCE

This Policy applies in all jurisdictions in which Australis operates and the responsibility for its application and its implementation rests with all Australis Personnel.

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

Every employee and contractor is required to immediately report any non-compliance with applicable laws and regulations, upon discovery, to management.

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.

Senior Manager means those persons, other than a director or company secretary, who makes, or participates in making, decisions that affect the whole, or substantial part, of Australis or has the capacity to affect significantly its financial standing.

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: 22 August 2019