



# Health and Safety Policy

## Commitment and Purpose

Consistent with our values, Central Petroleum Limited (Central Petroleum) is committed to taking all reasonable steps to protect the health and safety of our employees, contractors, and the communities in which we operate. We believe that achieving and maintaining positive health and safety outcomes is critical to the success of our business.

The Policy sets out commitments for the management of health and safety risks and its control principles.

## Application and Responsibility

The Policy applies to all Central Petroleum employees, consultants and contractors across all controlled operations, functions, and related entities. All personnel engaged by Central Petroleum are responsible for taking reasonable steps to identify and eliminate or minimise health and safety risks to as low as reasonably practicable.

Management is responsible for designing, implementing, and monitoring health and safety controls, whilst the Board and the Risk and Sustainability Committee provide oversight that risks are being managed effectively.

## Principles

To achieve our health and safety objectives, Central Petroleum is committed to:

- Providing a safe working environment, and clearly defining and communicating to all personnel their responsibilities.
- Investing in training, resources, and education for all employees to promote a positive culture and empower all personnel to manage health and safety as a priority.
- Keeping up to date and complying with industry standards, all applicable health and safety legislation.
- Proactively and systematically identifying, assessing, and managing health and safety risks to reduce risks to as low as reasonably practicable.
- Exploring opportunities to implement technologies and practices that promote improved health and safety outcomes.
- Establishing, auditing, and maintaining appropriate health and safety management systems, plans and processes that facilitates a structured approach to the management of risks and the evaluation of their efficacy.
- Recording, reporting, and learning from our health and safety incidents to improve our processes, work practices and behaviours.
- Continually aiming to improve our health and safety performance by establishing, monitoring, and reviewing objectives and targets.
- Engaging contractors and suppliers who share our values and working with them to meet our health and safety expectations and standards.
- Supporting the rehabilitation of injured employees consistent with medical advice.
- Fostering open and transparent communication with employees, contractors, and relevant stakeholders by providing timely and accurate information about our health and safety performance and initiatives.

## Review

The Board and the Risk and Sustainability Committee will periodically review this Policy to ensure it is operating effectively and to identify any changes required.

*Approved by the Board on 13 September 2023.*