



HSE Policy for Contractors

We, Energean plc ("Company") expect that our Contractors will always comply with our Health, Safety, Environmental & Social Responsibility Policy; and that they understand their role and responsibility in managing HSE risks in our business and, in particular, within their own area of responsibility and influence. Contractors' activities must comply with all applicable HSE international, national, regional, local and other laws, regulations and other legal requirements, as well as with Company's HSE own policies and procedures and any specific HSE requirements in any contract or applicable to any workplace. This includes (but is not limited to) the following.

- Contractors shall ensure safe working conditions for their own personnel; and avoid risks to all other persons (including the staff of Company and contractors and third parties).
- Contractor shall safeguard of the environment.
- Contractor shall avoid loss or damage to property of the Company, other contractors and third parties.
- Contractors shall ensure that all necessary staff resources are provided, they are of the required training and competency levels and that authority and responsibilities are clearly assigned.
- Contractors shall provide suitable and sufficient materials, tools and equipment to work safely.
- Contractors shall maintain and enhance HSE culture and awareness of their personnel, regularly monitoring and reporting HSE performance and arrange regular HSE meetings, training sessions, exercises and drills.
- Contractors shall adhere to the Company's Stop Work policy to minimize risk or exposure to personal harm, property damage or adverse effects to the environment. In adhering to this Policy, everyone working on our behalf is empowered to stop any activity they regard as irresponsible or unsafe.
- Contractors shall support Company's Climate Change policy by demonstrating strong commitment to reducing their carbon footprint within their value chain and during the WORK execution, taking into consideration the efficient use and conservation of energy, resources and minimization of waste.
- Contractors shall adhere to Company's Alcohol and Drugs policy during all Company's related activities, to prevent toxic effects to personnel health and unsafe situations at work.
- Company regularly audits Contractors in all aspects of their work, to assure full alignment with Company's HSE & Social Responsibility Policy and the other requirements set out above.

Copies of the above-mentioned Company policies and procedures are available at our web site or upon request.

Mathios Rigas
Chief Executive Officer

03 July 2021