



HSE Policy for Contractors

We, Energean plc (“Company”) expect our Contractors to consistently adhere to our Health, Safety, Environmental & Social Responsibility Policy, understanding their role and responsibility in managing HSE risks. Contractor activities must comply with relevant HSE laws, regulations and Company policies, including specific requirements outlined in contracts or applicable to the workplace. This encompasses, but is not limited to, the following:

- Contractors shall ensure safe working conditions for their personnel and avoid risks to all other persons, including the staff of Company and contractors and third parties.
- Contractor shall safeguard the environment.
- Contractor shall prevent loss or damage to property of the Company, other contractors and third parties.
- Contractors must ensure that all essential staff resources are provided, that they possess the necessary training and competency levels, and that clear assignments of authority and responsibilities are made.
- Contractors are required to furnish adequate materials, tools and equipment to work safely.
- Contractors should uphold and improve HSE culture and awareness among their personnel. This includes consistently monitoring and reporting HSE performance, organizing regular HSE meetings, training sessions, exercises and drills.
- Contractors must follow the Company’s Stop Work policy to mitigate the exposure to personal harm, property damage or adverse environmental effects . In compliance with this policy, all individuals working on our behalf are authorized to stop any activity they deem irresponsible or unsafe.
- Contractors are expected to uphold the Company’s Climate Change policy by displaying a strong commitment to reducing their carbon footprint throughout their value chain and during the execution of work. This includes considering the efficient use and conservation of energy and resources, as well as minimizing waste.
- Contractors are required to comply with the Company’s Alcohol and Drugs policy during all Company-related activities to prevent adverse effects to personnel health and unsafe working situations.
- Company conducts regular audits of Contractors in all aspects of their work to assure full alignment with the Company’s HSE & Social Responsibility Policy and the other specific requirements ,mentioned above.

Copies of the aforementioned company policies and procedures are accessible on our website or can be obtained upon request.

Mathios Rigas
Chief Executive Officer

10 April 2024