

THE VARO HEALTH, SECURITY, SAFETY AND ENVIRONMENT COMMITMENT AND POLICY

In the VARO organisation, we are committed to conduct our business with a goal of no harm to people, to protect the environment and to respect our neighbours.

We recognise that an excellent HSSE performance can only be achieved with the involvement and contribution of every individual within the business. Only through each employee assuming responsibility to prevent as far as reasonably practicable, harm to themselves, others and the environment will we be able to deliver the level of HSSE performance which we desire.

Every VARO company is required

- ▶ To comply with all relevant HSSE legislation and VARO requirements
- ▶ To have a systematic approach to HSSE management: to identify, assess and mitigate HSSE risks as far as reasonably practicable
- ▶ To measure and report good and bad performance, to audit our systems and practices, to set targets and continuously improve performance
- ▶ To communicate openly with all stakeholders the relevant HSSE issue
- ▶ To take into account HSSE performance and commitment in the appraisal of staff
- ▶ To ensure that its leadership explains this policy to staff and establishes a constructive dialogue with staff to improve HSSE performance
- ▶ To require our joint ventures and contractors to manage HSSE in line with this policy



VARO Energy CEO
Dev Sanyal