




# CENOZON

## Health and Safety Policy

Revision no.	Date	Description	Approved by
1	2023-07-18	Management Review	Anton Shouli



# Policy Statement

At Cenozon, we are deeply committed to the well-being of our employees, customers, the public, and the environment. We recognize that our employees are the cornerstone of our operations — driving our innovation and excellent customer service. Protecting their health and safety is of paramount importance to us.

Our Health, Safety, and Environment (HSE) philosophy revolves around taking an active approach to ensure that all Cenozon personnel are equipped with the necessary systems, procedures, and knowledge to work in a safe environment. We strive to create a secure and collaborative workplace where risk is prevented, mitigated, and minimized to zero.

Management at Cenozon shall first and foremost promote the health and well-being of our employees. Additionally, we expect all employees to be fully compliant with our HSE policy in all company activities. Employees shall carry out their work in a manner that demonstrates HSE excellence and surpasses applicable industry regulations. Under no circumstances will the health and safety of Cenozon personnel be superseded by other considerations.

We firmly believe that a culture of safety fosters a productive, rewarding and supportive work environment. Cenozon's HSE policy serves as the guiding principle which underscores all aspects of our operations.

*Anton Shouli*

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Anton Shouli, CEO

# Objectives

The objective of this policy is to:

- Outline Cenozon's HSE management system
- Detail the collective and individual responsibilities that align with Cenozon's HSE policy and applicable industry regulations, so that Employees and Contractors are empowered to perform safe workplace practices.
- Provide a systematic approach to be implemented throughout Cenozon which aims to prevent occupational health illnesses and injuries, negative environmental impacts, and non-compliance with the relevant regulation.

# Roles and Responsibilities

All individuals within Cenozon are accountable for embracing Cenozon's HSE policy and contributing to the successful implementation of the policy. To this end, each group shall adhere to the following specific responsibilities:

## **Employees:**

- Be fully informed and up to date on Cenozon's HSE policy
- Follow safe work procedures appropriately and as required
- Collaborate with other employees respectfully to ensure the welfare of all Cenozon personnel, and responsible compliance with Cenozon's HSE policy
- Immediately report any threats or risks to safety and health to management

## **Management:**

- Enforce and maintain a safe and healthy work environment that abides with Cenozon's HSE policy
- Train and educate employees on health and safety policies as required
- In the unlikely event of an occupational disease, report the incident immediately to the appropriate authorities
- Judiciously handle violations to health and safety policies
- Providing and replenishing first aid and medical facilities
- Continuously revise and improve the health and safety program annually

# Compliance

Cenozon is fully dedicated to adhering to legal, regulatory, industry health, and safety standards.

Compliance expectations:

- All personnel comprehensively understand the relevant internal and external safety, health, and environmental regulations.
- Employees have the ability to anonymously report any violations of Cenozon's HSE policy and other legal regulations without fear of retribution using Cenozon's whistle-blower facility at [whistleblower@cenozon.com](mailto:whistleblower@cenozon.com)
- Noncompliance of the HSE policy is met with swift corrective action

# Risk Assessment and Management

Cenozon recognizes the importance of identifying, assessing, and managing risks to health, safety, and the environment. As such, a proactive approach to risk management has been established as part of the HSE policy:

- Hazard identification through periodic workplace inspections
- Manage identified hazards and risks with control methods
- Document identified hazards and risks, as well as the control measures implemented to ensure health and safety
- Raise awareness among personnel to ensure that proper risk-perception
- Equip personnel with the appropriate resources and information to ensure timely reporting of risks, hazards, and unsafe working conditions

# Training and Competence

Cenozon is deeply committed to the professional growth of our employees. We have established procedures to assess and maintain employee competence. Our training initiatives, such as the "Introduction to Human Performance" (Energy Institute), ensure that our workforce is equipped to excel in their roles safely.

# Emergency Preparedness and Response

Cenozon's Emergency Response Plan consists of a detailed procedure to mitigate potential emergency situations. Roles, responsibilities, and communication protocols are included in the Emergency Response Plan.

- The Emergency Response Plan shall be communicated thoroughly to all employees as part of the onboarding process
- Regular drills and exercises shall be conducted to test emergency preparedness

## Performance Measurement

Cenozon has implemented metrics and performance indicators to evaluate HSE performance. Our primary goal is to maintain a zero-incident rate, which we have consistently achieved throughout our operational history. We are dedicated to establishing HSE improvement targets and diligently monitoring our progress to ensure continuous advancement in our safety and environmental practices.

## Review and Revision

Cenozon is deeply committed to the professional growth and development of our employees. We have established procedures to assess and maintain employee competence. Our workplace procedures ensure that our workforce is equipped with the necessary skills and knowledge to excel in their roles safely.