



## HEALTH & SAFETY POLICY

At Orchid Energy, we prioritize the health, safety, and well-being of our employees, contractors, visitors, and the communities in which we operate. We are committed to maintaining a safe and healthy work environment and ensuring that all our activities are conducted in compliance with applicable health and safety regulations and best practices. Our Health & Safety Policy reflects our dedication to protecting people and preventing accidents, injuries, and occupational illnesses.

1. **Leadership Commitment:** Management at Orchid Energy is fully committed to the health and safety of our workforce. We establish clear health and safety objectives, provide appropriate resources, and ensure that all personnel understand their responsibilities for maintaining a safe work environment. Management actively engages with employees, listens to their concerns, and promotes a culture of safety.
2. **Risk Assessment and Control:** We conduct comprehensive risk assessments to identify and assess workplace hazards and implement appropriate control measures to eliminate or minimize risks. We establish and maintain safe work procedures, and we provide employees with the necessary training and equipment to carry out their work safely. We regularly review and update risk assessments to ensure their ongoing effectiveness.
3. **Hazard Communication:** Orchid Energy maintains an effective system for communicating health and safety information to employees, contractors, and visitors. We provide clear instructions, safety data sheets, and training on the safe handling, storage, and use of hazardous substances. We also ensure that appropriate warning signs, labels, and emergency procedures are in place.

4. Incident Reporting and Investigation: We actively encourage employees to report all incidents, near misses, and potential hazards. We investigate all incidents thoroughly to determine their root causes and take appropriate corrective and preventive measures. We maintain incident reporting systems to track trends, identify recurring issues, and continuously improve our safety performance.
5. Training and Competence: We believe in the importance of providing adequate training and ensuring the competence of our employees. We provide job-specific health and safety training to all employees and contractors. We also regularly evaluate the competency of our workforce and provide additional training as needed to promote safe work practices.
6. Emergency Preparedness: Orchid Energy maintains emergency preparedness plans and procedures to effectively respond to emergencies, such as fires, natural disasters, and medical incidents. We conduct regular drills and exercises to test the effectiveness of these plans and ensure that employees are familiar with emergency procedures.
7. Continuous Improvement: We continuously strive to improve our health and safety performance. We establish measurable objectives, regularly monitor our performance, and implement proactive measures to prevent incidents and improve safety outcomes. We engage with employees and relevant stakeholders to identify opportunities for improvement and promote a culture of continuous learning.
8. Compliance and Legal Requirements: Orchid Energy complies with all applicable health and safety laws, regulations, standards, and industry best practices. We regularly review and update our health and safety policies and procedures to ensure alignment with legal requirements and evolving industry trends.

At Orchid Energy, we believe that everyone has the right to a safe and healthy work environment. Through our Health & Safety Policy, we are committed to fostering a strong safety culture,

preventing accidents and occupational illnesses, and continuously improving our health and safety performance.

**Safety is everyone's responsibility!**

*Clifford Li*

**Clifford Li**

**Managing Director**

Date : 5 April 2021

Rev : 1

Author	Rev No	Issue Date	Authorised By	Policy
QHSE	1	5 April 2021	Director	OEG_POL-2 HEALTH&SAFETY POLICY

[www.orchidenergyglobal.com](http://www.orchidenergyglobal.com)