



Health, Safety & Security Policy

HEALTH, SAFETY & SECURITY IS THE RESPONSIBILITY OF **ALL** PERSONNEL

OM Holdings Ltd (Oilmin) recognises its 'duty of care' and legal responsibilities and is totally committed to the health and safety of its employees, its contractors and to the protection of the environment. In this context, Oilmin will conduct its activities to ensure:

- Adequate resources are available to provide a safe workplace
- Appropriate mandatory HSE training is provided for all employees and contractors
- The safe operation and maintenance of all plant and equipment
- The protection of the environment from pollution and damage
- The prevention of personal injury and property damage to third parties, arising from the company's operations

Oilmin expects **ALL employees and contractors** to:

- Exercise their duty of care to ensure their own and their fellow workers health and safety
- Contribute to the establishment of safe working practices and procedures
- Perform their work in accordance with the HSE Management System
- Utilize all equipment and Personal Protection Equipment issued to them correctly
- Obey all practical instructions as issued by Supervisors
- Actively participate in all HSE training provided
- Exercise their '**Authority to Stop Work**' if they observe an unsafe condition that might cause harm to personnel or damage to equipment or the environment

In particular, Line Management has the responsibility of ensuring that the health and safety of all personnel on a crew or site takes precedence over anything else. In this context, a Line Manager can be defined as anyone who has others reporting to him including the Lead Foreman on a remote crew. The Line Manager must ensure that a buddy system is in place so that any temporary local labour is accompanied by experienced Foremen. **When working in remote locations, it is forbidden for any worker to be working alone.**

Oilmin believes that all accidents can be prevented and a safe, healthy, clean and productive working environment can be maintained through **participation, accountability, consistency, communication and training** of all employees.

Oilmin will be guided by the following principles:

- Health, Safety and Environmental Protection is an integral and integrated part of our company.
- Health, Safety and Environmental Protection is the responsibility of **every** employee and contractor.
- All accidents, incidents and near misses are preventable and will be investigated in order to prevent recurrence.
- All employees are encouraged to participate in discussion of risk management, accident prevention and planning.
- The Oilmin HSE Management System will be reviewed at regular intervals and updated where improvements are identified.
- Continual Improvement through measurable objectives and target setting.
- Tasks identified as having unsatisfactory risk will not be started or continued unless approved by senior management and directly supervised by line management.

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Your Commitment to Security

Staff, sub-contractors, visitors and clients have duty of care responsibilities. These include:

- To take reasonable care of their own security
- To consider the security of other people who may be affected by their actions
- To participate truthfully in incident and other investigations
- To adhere to the rules and regulations instigated by the line management at remote facilities to ensure that the security of those facilities is not compromised.

The Company will take all reasonable steps to protect our people and workplaces.

Fintan Lalor
Chief Executive Officer

10th February 2026
Date

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