

## Health, Safety & Security Policy

Transform Exploration recognizes that the health, safety and security of our employees, contractors, affected communities and other stakeholders is crucial to the long term success of our business.

We are committed to incident free operations across all of our operations and worksites, through the provision of effective management of health, safety and security risks and hazards. Transform Exploration aims to have a positive impact on any people or communities directly affected by our activities. These goals are achieved by:

- Ensuring that there is strong leadership and clearly defined responsibilities and accountabilities for health, safety and security at all levels within the organization.
- Providing adequate and competent human resources to manage all health, safety and security issues related to our business.
- Complying with all applicable laws, standards and other statutory requirements.
- Implementing industry best practices and guidelines, particularly in the absence of relevant local or national legislation.
- Proactively supporting and implementing the Voluntary Principles on Security and Human Rights.
- Identifying, assessing and managing all health, safety and security risks and hazards to employees, contractors, affected communities and our assets.
- Developing and implementing appropriate emergency response plans that cover all operations, worksites and phases of activity.
- Timely monitoring and reporting of potential hazards or unsafe practices, and near misses.
- Investigating, reviewing and reporting of any health, safety and security incidents, and by implementing appropriate remedial actions.
- Establishing necessary management plans and procedures to cover all operations, worksites and phases of activity.
- Selecting and engaging contractors whose policies and management systems are of sufficiently high standard, and whose commitment to this Policy is clearly and continuously demonstrated.
- Ensuring adequate resources are available to manage health, safety and security risk across all operations, worksites and phases of activity.
- Providing appropriate training, instruction and supervision to personnel to enable them to perform their work incident free.
- Communicating in an open and transparent manner with all stakeholders on health, safety and security related issues.
- Continually monitoring, reviewing and improving the elements of the Transform Exploration Management System that relate to health, safety and security performance.

Our Directors, employees and contractors all have a responsibility for maintaining the highest health, safety and security standards, consistent with the goals of this Policy.

A handwritten signature in blue ink, appearing to read "Agu Kantsler".

**Agu Kantsler**

**Chief Executive Officer**