

HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL (HSSE) POLICY

This policy sets out our vision for the OMV New Zealand venture and is to be known and understood in conjunction with the OMV Corporate HSSE policy, strategy and standards, and all applicable legislative requirements. HSSE is an integral part of our business processes, we are committed to continuous improvement in HSSE performance, and no other business objective will take priority over HSSE.

Our vision "Committed to Zero Harm" – Protect People, Environment and Assets" guides our HSSE culture, behaviours, actions, and decisions.

Leadership and Compliance

- We expect all workers, employees and contractors, to demonstrate commitment to HSSE at all organisational levels
- We care for each other, taking responsibility to stop any job we feel is unsafe or non-compliant and holding ourselves and each other accountable for our systems, products, services and actions
- We expect our employees, business partners and contractors to adhere to this policy and our management system, and we consult and involve employees and their representatives in health and safety matters
- We follow legal and local requirements wherever we operate, or we exceed them when they do not meet our standards.
- We are committed to eliminate hazards and threats where possible and manage all that remain so far as reasonably practicable, through identification, assessment and implementation of suitable controls.

OMV will demonstrate adherence to this policy by:

- Maintaining and actively communicating our HSSE management system; verifying and reporting our performance against specific goals, measures and benchmarks, striving for continuous improvement.
- Ensuring our contractors meet our HSSE contractor management standards, engaging with them regularly to review HSSE performance and working together to improve and maintain standards.
- Ensuring the competence of all our people on relevant HSSE matters.
- Operating our assets within their design envelopes, managing and reviewing design changes, ensuring all design and construction is undertaken to maintain the highest standard of safety and that all equipment is maintained to operate safely within the design constraints.
- Minimising our impact on the environment through pollution prevention, emission reduction, sustainable materials and efficient use of energy and natural resources along the value chain.
- Ensuring all incidents are effectively managed, reported, investigated and steps taken to prevent recurrence.
- Actively focusing on the health and wellbeing of our employees by controlling and monitoring health hazards, involving workers in developing and implementing solutions, health promotion programs, medical services and return to work programmes.
- Actively engaging and openly discussing with our stakeholders to effectively manage our social impacts and risks.
- Protecting personnel and assets against crime and other malicious acts arising from geopolitical threats and business crime.
- Developing resilience to respond, recover, learn from incidents and benchmarks, and ensure business continuity.

Senior management will review the HSSE Policy at least annually.



Erwin Kroell
Managing Director



Justin White
Finance Director