

Health, Safety, Security & Environment (HSSE) Policy

Orchid Energy Pty Ltd (Orchid) is committed to providing a healthy and safe work environment for its employees, contractors and the public and contributing positively to the environment.

This HSSE Policy provides the foundation for that commitment.

ALL ACCIDENTS ARE AVOIDABLE

Orchid believes that all accidents are avoidable. We expect our team and all those we engage or employ to plan, control and carry work in a safe manner.

- **Respect** today's health, safety, and environmental challenges.
- **Protect** and enhance the environment at all opportunities.
- **Consult** and communicate effectively.
- **Take** personal responsibility for health, safety, security and environmental matters.

OUR COMMITMENT TO SAFETY

The Orchid Board and Management gives the following commitments. We will:

- **Lead** the organisation towards zero harm, visibly, proactively & measurably.
- **Raise** awareness and nurture a culture whereby HSSE becomes engrained within day-to-day business.
- **Empower** everyone involved in our operations the authority to intervene and stop work if necessary.
- **Encourage**, nurture, and promote respectful, open, clear, and effective communications.
- **Implement** appropriate procedures and instructions and provide the necessary resources.
- **Manage** risk, take opportunities, and effectively manage our work.
- **Comply** with all HSSE legislative obligations and apply best practices.
- **Maintain** a safe place of work with safe tools and equipment for our work.
- **Provide** training at all levels & maintain appropriate competences to safely carry out our work.
- **Increase** sustainability.
- **Achieve** realistic and meaningful HSSE targets, measure, monitor, learn, and generate continuous improvements.
- **Ensure** robust emergency incident protocols are designed and implemented.
- **Embrace** continuous learning and seek progressive improvement.

IMPLEMENTATION & REVIEW

To ensure health, safety, security & environmental priorities are driven right from the start, the Board and Management have all accepted full responsibility for HSSE implementation. We will periodically review this Policy and associated management systems, to ensure they are current and relevant.

The next review will be carried out before the end of September 2023.

This Policy was fully endorsed by the Company's directors and shareholders on 10 October 2022.

Clint Purkiss
Chief Executive Officer

