

Health Safety and Wellbeing Policy

Purpose of this policy:

To share and communicate our commitment to provide a place of work, free from harm, by preventing injury and ill health. This policy applies to Flowline Ltd and all its subsidiary companies wherever their operations are carried out and is reviewed and, if necessary, revised annually.

Our commitment:

The Flowline Ltd Board is responsible for establishing this policy and for monitoring and reviewing the health and safety performance of Flowline Ltd and its subsidiaries. The Flowline Ltd Executive Chairman is responsible for implementing this policy. We are committed to creating an environment in which no one is harmed, and we all go home safe, every day; we do it safely and responsibly, or not at all. We will achieve this by protecting and supporting our employees and anyone working with us or affected by our activities.

Achieving our commitment:

We are committed to continuously improving and creating a strong and sustainable culture of health and safety, including OH&S management system, across all our activities by;

- Establishing a health and safety policy which reflects the purpose, commitment and actions of the Flowline Ltd and its subsidiary companies.
- Appointing a Flowline health, safety advisor responsible for providing competent health safety and wellbeing advice.
- Deploying the best leadership and management structure required to deliver this policy.
- Complying with all legislation, regulations, codes of practice and other requirements relevant to our business.
- Identifying and providing adequate training to ensure workers are competent to do their work.
- Engagement, consultation, and participation of workers at all appropriate levels, on health safety and wellbeing issues.
- Eliminating hazards, identifying, controlling and reducing the risks arising from our operational activities.
- Implementing robust processes for the investigation of incidents and the capture of lessons learned to prevent re-occurrence.
- Provide a framework to set challenging targets and objectives that include both lagging and leading indicators.
- Implementing robust health and safety management systems, adopting best practices and ensuring they are communicated and maintained.
- Ensuring our supply chain partners meet the standards we set.
- Ensuring all our workers understand their responsibilities for their own health safety and wellbeing as well as their colleagues and anyone else affected by our activities.
- Monitoring and assuring our performance to verify that we are fully compliant with our standards, requirements and expectations.

Signed:

Thierry Bouzac – Executive Chairman

Date: August 2021

Review Date: August 2022