



Azule Energy Policy

Health, Safety, Environment & Carbon

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Azule Energy Health, Safety, Environment and Carbon Policy



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Date: 2/7/2026

Policy: AZUL-HSE-GEN-POL-0001

Azule Energy Health, Safety, Environment and Carbon Policy



Azule Management System (AMS)

AMS Expectation	AMS Expectation Description
E2.1	Policies are defined, documented and communicated across all organisation levels to address applicable aspects of business activities throughout their life cycle.
E.2.2	Policies are authorised by the highest level of management/organisation appropriate to each activity and implemented to meet AMS Expectations.
E.2.3	Policies establish risk-based requirements, including the commitment to comply with applicable regulatory or other requirements.

Revision History

Revision	Content Owner	Issuing Authority	MOC number	Reason Details
02 02/02/2026	HSE Director Ahmed Elsherbiny	CEO Joseph Murphy	62456	Updated the template to the new Format Updated Policy to better align with ISO 45001 and 14001 Requirements. Combined the 2 policies into one.
01 01/03/2024	HSE Director Christopher Hawkes	CEO Adriano Mongini	NA	Updated the template to the new Policy Format. Updated the initial issue to include the Environment & Carbon Policy as part of the same document. (AZUL-HSE-GEN-POL-0001).
2022	HSE Director Christopher Hawkes	CEO Adriano Mongini	NA	Initial Issue (Azule Energy Operating and HSE Policy (AZU016.0)).

Revision Cycle

Next Revision Date	02/02/2029	Revision Cycle	3 Year(s)
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1. Foreword

This document was prepared by the Azule Energy's HSE Team, reviewed, and authorized by relevant stakeholders (Human Resources and Legal & Corporate affairs) and approved by the Azule Energy's CEO.

This Policy meets the requirements of Azule Management System, **Element 2**, expectations 2.1-2.3.

This document is the precursor but does not replace, any procedure, manual or other supporting document required to outline the specific processes and management systems requirements implemented to manage the HSE scope and activities.

2. Introduction

This document outlines the commitments that Azule Energy set, so the Health, Safety and well-being of its workforce is always put first and to minimising its impact on the Environment. It also reinforces Azule Energy's vision that every task can be completed without injury or damage to the environment through a culture of proactive safety and risk management, workforce involvement and continuously improving in all activities conducted.

3. Scope and Exclusions

This document is applicable to all Azule Energy workforce, including all sites (onshore and offshore) that are owned, controlled and/or operated by Azule Energy, which shall be in conformance with its requirements and/or commitments.

It is also applicable to Azule Energy's contractors and third parties throughout Azule Energy's operations and business sites.

4. Required References

The following documents are referenced/applicable in relation to this document. For dated references, only the version cited applies. For undated references, the latest version of the referenced document (including any amendments) applies.

- Decree No. 31/94, of 5 August 1994, on "The System for Health, Safety and Hygiene at Work"

- Decree No. 38/09, of 14 August 1994, on "Regulations Governing Health, Safety and Hygiene in Petroleum Operations".
- Azule Energy Code of Conduct
- Azule Energy Management System
- Adopted ISO Standards Requirements (ISO 14001, ISO 45001, ISO 55001).

5. Terms and Definitions

For the purpose of this document, the following terms and definitions apply:

- **Shall** - designates an Azule Energy Requirement.
- **Should** - designates a recommendation where conformance is not mandatory.
- **May** - designates a Permissive Statement - an option that is neither mandatory nor recommended.

When translated to Portuguese, the equivalent verbal forms to 'shall', 'should', 'may,' are outlined below:

- **Deve** - designa um requisito (mandatório) da Azule Energy.
- **Recomenda** - designa uma recomendação em que a conformidade não é obrigatória.
- **Pode** - designa uma Declaração permissiva - uma opção que não é obrigatória nem recomendada.

6. Symbols and Abbreviations

For the purpose of this document, the following symbols and abbreviations apply:

AMS	Azule Management System
E&RC	Environment & Regulatory Compliance
ET&D	Energy Transition & Decarbonization
HSE	Health, Safety and Environment
ISO	International Standardization Organization

7. Azule Energy Requirements / Commitments

Based on the applicable legal and regulatory requirements, the applicable and adopted national and international standards, as well as part of the commitments with the Azule Energy Shareholders, the following policies were developed, and are included in the sections 9 of this document (its translations to Portuguese can be found in the annexes A):

- Azule Energy Health & Safety Policy
- Azule Energy Environmental and Carbon Policy.

These documents outline the key commitments from the company towards the implementation of a robust and healthy HSE Management System. Those are considered as signposting documents and serve as basis for the development of additional operational controls (practices, procedures, processes, and others) to address the details from each of the HSE disciplines.

The signed versions of the policies shall be printed in both languages and displayed at all sites Azule Energy sites (onshore and offshore, including the offices). The printed copies shall display the signature of the relevant policy approver and the reference of the document number and title.

Other applicable HSE subjects related policies and procedures (e.g., Non-Smoking Policy, Alcohol & Drugs Policy, PPE Management Procedure, LSA Familiarization Framework, etc.) can be found on the Azule Energy approved document management system.

8. Deviation and Extension

Any Deviation or Extension to this Azule Energy Policy shall be approved by Issuing Authority in AMOC.

9. Health, Safety, Environment and Carbon Policy Annexes

Azule Energy Health, Safety, Environment and Carbon Policy

Azule Energy is committed to protect the Health and Safety of all its employees and contractors throughout its operations and business sites and to minimise adverse impacts on the Environment resulting from its operations.

To meet this commitment, Azule Energy, its employees and contractors, are required to:

- Implement HSE **Management Systems** (Environmental, Regulatory, Occupational Health and Safety, and Energy Efficiency) in all activities during the oil and gas activities life cycle within the operated assets, in alignment with our Azule Management System (AMS), our HSE requirements, Code of Conduct, and the relevant international standards.
- Ensure that all activities comply with applicable **HSE Legal and Regulatory requirements**.
- **Protect the environment** by preventing pollution and minimizing adverse impacts through implementation of our environmental management system and setting objectives and targets for continual improvement.
- Work towards **Net Zero** through a comprehensive decarbonization strategy, aligned with international frameworks (e.g. Oil and Gas Decarbonization Charter (OGDC) and the Oil and Gas Methane Partnership (OGMP 2.0)), promotion of natural climate solutions to offset residual emissions, and prioritizing energy efficiency across all out facilities and processes.
- Rigorously manage our operational activities and risks, working to **eliminate hazards and reduce our HSE risks**.
- Ensure operations integrity through the development and implementation of **Process Safety Management**, applying systematic technical and managerial controls and competencies to identify and assess potential hazards and to prevent and mitigate effects of Process Safety events.
- Ensure that high priority is given to the **emergency response, pollution prevention** and other unforeseen events through the maintenance, enforcement and review of response plans and the provision of adequate resources.
- Reinforce that **everyone has the right and responsibility to intervene** when he/she believes that the HSE aspects are being compromised.
- Ensure that activities are carried out **respecting the dignity, physical integrity, health and well-being** of all personnel, and make sure medical support is in place in the event of an injury or illness.
- Foster a **culture of care**, where consultation and participation of workers in decisions that affect workers health and safety is important, incidents are openly reported, investigated as per requirements, lessons learned are implemented and shared, and where concerns from our employees, contractors and internal and external stakeholders are responded to as part of our commitment to promote a sustainable business;
- Drive **continuous improvement** of HSE performance objectives, based on workforce feedback and the results of a periodic review of the efficacy of the Azule Management Systems in managing the Company's HSE aspects.
- Continuously **monitor HSE performance and conduct regular audits/assurance** of our activities to ensure the effectiveness of established controls and goals achievement, including Contractors.

Joseph Murphy, Chief Executive Officer

Signed by:

Joseph Richard Murphy

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Política de Saúde, Segurança, Ambiente e Carbono da Azule Energy

A Azule Energy está comprometida em proteger a saúde e segurança de todos os seus colaboradores e prestadores de serviço em todas as suas operações e locais de negócios e em minimizar os impactos adversos no meio ambiente resultantes das suas operações.

Para cumprir este compromisso, a Azule Energy, os seus colaboradores e prestadores de serviço devem:

- Implementar os **Sistemas de Gestão HSE** (Ambiental, Regulatório, Ocupacional, Saúde e Segurança, e Eficiência Energética) em todas as actividades ao longo do ciclo de vida dos activos de petróleo e gás operados, em alinhamento com o nosso Sistema de Gestão Azule (AMS), com os nossos requisitos de HSE, Código de Conduta e normas internacionais relevantes;
- Assegurar que todas as actividades estejam em conformidade com os **requisitos legais e regulatórios de HSE** aplicáveis;
- **Proteger o meio ambiente**, prevenindo a poluição e minimizando impactos adversos através da implementação do nosso sistema de gestão ambiental e definição de objectivos e metas para melhoria contínua;
- Trabalhar para o **Net Zero** através de uma estratégia abrangente de descarbonização, alinhada com estruturas internacionais (ex.: Oil and Gas Decarbonization Charter (OGDC) e Oil and Gas Methane Partnership – (OGMP 2.0), promoção de soluções naturais de compensação de emissões residuais e priorização da eficiência energética em todas as instalações e processos;
- Gerir com rigor as nossas actividades e riscos operacionais, trabalhando para **eliminar perigos e reduzir riscos de HSE**;
- Assegurar a integridade das operações através do desenvolvimento e implementação da **Gestão da Segurança de Processos**, aplicando controlos técnicos e de gestão sistemáticos e competências para identificar e avaliar perigos potenciais, prevenindo e mitigando os efeitos de eventos de Segurança de Processos;
- Garantir que seja dada alta prioridade em **resposta a emergências, prevenção da poluição** e outros eventos imprevistos, através da manutenção, execução e revisão de planos de resposta e provisão de recursos adequados;
- Reforçar que todos os trabalhadores **tem o direito e a responsabilidade de intervir** quando acreditarem que os aspectos de HSE estão comprometidos;
- Garantir que as actividades sejam realizadas **respeitando a dignidade, integridade física, saúde e bem-estar de todo o pessoal**, assegurando também apoio médico em caso de ferimento ou doença;
- **Fomentar uma cultura de consulta e participação** dos trabalhadores em decisões que afectam a sua saúde e segurança, onde incidentes são reportados, investigados e requisitos de lições aprendidas são implementados e partilhados, e onde preocupações dos nossos colaboradores, prestadores de serviço e demais partes interessadas são consideradas como parte do nosso compromisso de manter um negócio sustentável;
- Monitorizar continuamente o **desempenho HSE e conduzir auditorias/revisões regulares** das nossas actividades para garantir a eficácia dos controlos estabelecidos e o alcance dos objectivos, incluindo empreiteiros.

Joseph Murphy, Director Executivo (CEO)

Signed by:

Joseph Richard Murphy

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