

HEALTH & SAFETY POLICY

Vision

Contango will be recognised as a company which responsibly manages risks to the health and safety of its employees, its clients, contractors and the communities in which it operates...

Commitment

The Contango Board of Directors has ultimate responsibility for health and safety performance and achievement of health and safety excellence. Contango and its business units are therefore committed to:

- Conducting its business in a safe manner, consistent with its 'Horizon Zero' initiative which aims to eliminate all incidents within the company
- Identifying and reducing risks to health and to safety
- Maintaining a strong health and safety leadership culture where safe behaviours are encouraged and recognized.
- Promoting a culture in which all employees share this commitment and take personal responsibility for health and safety
- Creating an environment where workers are empowered to intervene if they believe that a work activity is unsafe.
- Continual improvement of our health and safety performance and management systems
- complying with all applicable health and safety laws and regulations, and applying Contango Group standards where the legislation is inadequate or non-existent
- Transparency in the reporting of the Company's health and safety performance and sharing of knowledge.

Objectives

To meet this commitment Contango will:

- Implement a systematic approach to health and safety management and assurance.
- Publish regular performance reports and openly discuss our health and safety performance with internal and external stakeholders.
- Periodically review the suitability and effectiveness of this policy, our management systems, targets and objectives.

Each Contango business unit will:

- Identify and assess the risks to health and safety as a result of business activities.
- Provide suitable resources for health and safety.
- Develop and maintain health and safety management systems that comply with this Policy and Group Health and Safety Standards
- Select and manage contractors to ensure alignment with this policy and our values
- Ensure that our health and safety goals and standards are understood at all levels within the business unit measure, appraise and report on health and safety performance
- Provide appropriate training for all staff to enable them to carry out their work in a safe manner
- Ensure appropriate emergency response procedures are in place and regularly tested to minimise the impact of any incident or emergency situation
- Hold appropriately empowered line management accountable for health and safety performance, include health and safety competences and performance in appraisals
- Engage with clients, contractors and suppliers to continuously improve standards of health and safety

Responsibility

- Prevention of harm to people is a line responsibility that starts with the management committee and flows down through the line management structure to front line employees performing work.
- Every leader at Contango is responsible for proactively leading the management of risks to the with their teams
- Every Contango employee is responsible for making themselves aware of the risks to the in their work area and to proactively play their part in reducing these risks.
- All employees are empowered to speak up if they have any environmental concerns.



Matthew Norman
Chairman of MC.