

SECURITY POLICY

Vision

Contango will be recognised as a company that manages threats to the security of its people and assets in a responsible manner...

Commitment

The Contango Board of Directors has ultimate responsibility to provide a safe and secure working environment and achievement of excellence in security. Contango and its business units are therefore committed to:

- Conducting its business in a secure manner, consistent with its 'Horizon Zero' initiative which aims to eliminate all incidents within the company
- Promoting a strong culture of leadership in security matters to create a secure business environment for our people and assets
- Encouraging all employees to share our security commitments and take personal responsibility for protecting our people and assets
- Minimising business loss and disruption

Objectives

To meet this commitment Contango will:

- Develop Group security performance standards and management practices to ensure a systematic approach to security management
- Monitor and assess security threats, risks to people and assets, and travel arrangements periodically review the suitability and effectiveness of this policy, the Group Security
- Performance Standards and Management Practices, our management systems, targets and objectives

Each Contango business unit will:

- Ensure formal security measures and controls are in place in line with the Group Security Performance Standards, to effectively manage identified security risks and threats
- provide suitable resources to maintain security of people and assets

Each Contango business unit will:

- Ensure appropriate response procedures are in place and regularly tested to minimise the impact of any security incident or emergency.
- Measure, appraise and report on security performance.
- Provide appropriate security training to employees and actively promote security awareness.
- Report and investigate all incidents that have occurred due to a breach in security.
- Empower all our employees to refrain from actions that they consider a threat to security
- Engage with clients, contractors and suppliers to deliver a high standard of security management

Responsibility

- Security threats 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 security threats with their teams
- Every Contango employee is responsible for making themselves aware of the risks to security threats 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 security concerns.



Matthew Norman
Chairman of M.C.