

# HEALTH & SAFETY POLICY

BSOG-HS-POL-001-D03



Black Sea Oil & Gas SA (BSOG) is a Romanian oil and gas exploration and production company. BSOG's business comprises all the activities related to the exploration, development and production of hydrocarbons from the offshore Blocks located in the economic exclusive zone of the Romanian continental shelf of the Black Sea. It is the policy of BSOG to conduct all of its operations in a manner which protects people and property and strive to improve its health and safety performance.

BSOG recognises that prevention of accidents, incidents and ill health is essential to the efficient operation of its business. Accordingly, the management of health and safety issues is an integral part of the company's management arrangements and commands at least equal prominence when balanced against operational and commercial considerations. BSOG recognises the value of both its own employees and its contractors and considers their well-being to be a major factor in the success of all its business activities.

BSOG has an established Corporate Integrated Management System in place appropriate to purpose and context of the organisation to ensure that:

1. There is a management organisation in place which will plan operations resulting in the provision of safe systems and places of work and the effective management of health and safety at all of its operated sites.
2. It provides the necessary training for its employees and contractors to ensure that they have the knowledge and capability to conduct operations in a safe manner.
3. It co-operates with its contractors, who also have defined responsibilities for health and safety, to provide safe and healthy work places.
4. Adequate contingency plans for emergency situations are developed and implemented for all of its operations.
5. There is effective security for personnel and company assets based on risk assessment at all operated locations and during travel to and from locations.
6. It consults with its employees on matters affecting their health and safety and to involve them in improvements of the management system.
7. It complies with all applicable health and safety legislation.
8. BSOG will ensure that all its contractors are fully aware of the company's health and safety policies and the applicable legal requirements to any of the activities carried out for and on its behalf and shall require that such policy is observed and complied with by its contractors.

This Health and Safety Policy is communicated inside organisation and is available for interested parties and shall be applied at all BSOG's operated locations. BSOG will review and audit all aspects of the management system to ensure that it is being complied with and to seek improvements to the system. The management system will continue to be actively developed in line with the development of BSOG's business activities.

Although overall responsibility for health and safety rests with BSOG, and ultimately the CEO, every employee and contractor must recognise their own responsibilities (in particular, any specific responsibilities under

**Mark Beacom**

Chief Executive Officer  
Black Sea Oil & Gas SA

Signed:

Date: 03.08.2020

A handwritten signature in blue ink, appearing to be "Mark Beacom", written over a blue horizontal line.