

Safe and Sustainable Operations

Tullow's purpose is to build a better future through responsible oil and gas development. We achieve this by creating a working environment where we respect human rights, cause no harm to people, prioritise prevention before seeking to manage our environmental and social impacts, and seek shared benefits with our stakeholders. Everyone who works for, or on behalf of, Tullow is responsible for ensuring that the requirements set out in this Policy are fully met in all aspects of our business.

To achieve these we will:

- Always comply with all applicable laws and Tullow's Code of Ethical Conduct (**See Code of Ethical Conduct**), Policies and Standards, and hold our contractors to the same.
- Systematically identify and assess process safety, environmental, climate, health, occupational safety, security, and social risks and manage them proactively.
- Set goals and targets, and measure performance against them to continually improve our performance.
- Deploy the necessary resources to ensure Tullow employees understand that Safe and Sustainable Operations are a core part of each of our individual responsibilities, supported by strong, visible leadership.
- Design, operate and maintain our facilities in a manner that minimises the likelihood of major accident events through the application of robust asset integrity and process safety management fundamentals.
- Protect the environment and prevent pollution in our operations.
- Actively work to reduce our operational carbon emissions to manage climate risks and their impacts (**See Climate Policy**).
- Aim to achieve positive impacts on the natural environment; species, habitats, and biodiversity in our areas of operations.
- Neither explore for nor exploit oil in World Heritage Sites and always mitigate the potential for operations to impact areas of natural and cultural value prior to undertaking any activity
- Design, build and maintain safe working conditions and take responsibility for the health and wellbeing of our staff and contractors.
- Aim to create positive, tangible, and sustainable contributions to the economic and social development of the communities and countries where we operate.
- Ensure proactive, ongoing, and participatory community and worker engagement, to understand actual and potential impacts and receive feedback, complaints, and grievances so that these can be appropriately addressed (**See Human Rights Policy**).

Safe and sustainable operations in all company activities is core to how we work. Everyone in Tullow or working on our behalf is empowered to stop any activity they regard to be in conflict with this Policy.

Signed by



Rahul Dhir

Chief Executive Officer - Tullow Oil plc
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