

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

Vermilion is committed to conducting its activities in a manner that safeguards the health and safety of employees, contractors, and the public. Our HSE Vision is to consistently apply our Core Values of Excellence, Trust, Respect and Responsibility to foster a workplace where HSE is fully integrated into our organizational decision-making, reflecting our commitment to safe and reliable operations as a fundamental way of working – it is our way of life.

Vermilion will maintain health, safety and environmental practices and procedures that comply with or exceed regulatory requirements and industry standards.

Our commitments to achieving strong HSE performance include:

- Maintaining an HSE Management System (HSE MS) with clear objectives and expectations to identify hazards, manage risks, and reduce the likelihood and consequences of Serious Injury and Fatality (SIF) events, while promoting the health of employees and contractors
- Applying Human and Organizational Performance (HOP) principles to understand system and human interactions and enhance learning from all events and near-misses
- Demonstrating visible, active commitment from leaders at all levels to achieve HSE performance targets
- Providing a safe and healthy workplace for all employees and contractors, reinforced through control assurance for higher risk activities
- Fostering an ownership culture in which all employees and contractors take responsibility for HSE, feel empowered to speak up, and actively promote safe behaviors and environmental protection
- Continuously evaluating and improving our HSE MS, standards, operating practices, and procedures to strengthen safety, health, and operational reliability
- Making a positive contribution to environmental protection and seeking improvements in the efficient use of natural resources
- Ensuring open and timely communication with all stakeholders, and
- Ensuring the resources necessary to support this policy are provided

Hazard awareness, risk management, and environmental stewardship are integral to every job. Achieving these objectives requires the active participation and continuous support of everyone at Vermilion. The protection of health, safety and the environment must be a key part of the planning execution of every task. All individuals engaged in work for Vermilion are expected to perform their duties with consideration to these principles, and act in alignment with this policy to support safe and reliable operations.

HSE: Everyone. Everywhere. Everyday.



Dion Hatcher
President



Darcy Kerwin
Vice President, International & HSE



Jarlath Trench
Managing Director, Ireland

VERMILION
ENERGY

