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**FOXTRUX
ENERGY
LTD**

Health, Safety & Environment (HSE) Policy

Prepared By HSE Dept | FOXTRUX



Health, Safety & Environment (HSE) Policy

FOXTRUX ENERGY LTD

1. Policy Statement

FOXTRUX ENERGY LTD (FEL) is fully committed to protecting the health and safety of its employees, contractors, clients, and host communities, while minimizing the environmental impact of its operations. Health, Safety, and Environment (HSE) considerations are integral to every activity we undertake and are never compromised for operational or commercial reasons.

We believe that all accidents, injuries, occupational illnesses, and environmental incidents are preventable through effective planning, risk management, competence, and disciplined execution.

This HSE Policy provides the framework for managing HSE risks across our services, including drilling equipment rental, drilling chemicals supply, personnel placement, and VRD (Roads and Utilities Works).

2. HSE Objectives

The objectives of this HSE Policy are to:

- Provide a safe and healthy working environment for all employees and contractors
 - Prevent work-related injuries, illnesses, and incidents
 - Protect the environment and prevent pollution
 - Ensure compliance with applicable national laws, regulations, and industry standards
 - Promote a strong HSE culture through leadership, training, and accountability
 - Continuously improve HSE performance across all operations
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3. Scope of Application

This policy applies to:

- All **FOXTRUX ENERGY LTD** employees at all levels
- Contractors, subcontractors, and suppliers working on behalf of **FEL**
- All operational locations, including offices, workshops, industrial zones, and remote project sites
- All activities carried out by **FEL**, onshore and site-based

Compliance with this policy is mandatory.

4. Management Commitment and Leadership

Top management at **FOXTRUX ENERGY LTD** demonstrates visible leadership and commitment to HSE by:

- Establishing clear HSE objectives and targets
- Providing adequate resources, equipment, and competent personnel
- Integrating HSE requirements into business planning and operational decisions
- Ensuring that HSE responsibilities are clearly defined and communicated
- Leading by example and enforcing compliance with HSE rules

Management retains ultimate accountability for HSE performance.

5. Roles and Responsibilities

5.1 Management

- Ensure implementation of this HSE Policy
- Allocate resources to manage HSE risks effectively
- Review HSE performance and corrective actions
- Ensure legal and regulatory compliance

5.2 HSE Management / Officers

- Develop and maintain HSE procedures and plans
- Conduct risk assessments, inspections, and audits
- Deliver HSE training and inductions
- Investigate incidents and recommend corrective actions

5.3 Supervisors and Project Leaders

- Enforce safe work practices on site
- Conduct toolbox talks and job safety analyses (JSA)
- Stop unsafe work and correct unsafe conditions
- Ensure personnel use required PPE

5.4 Employees and Contractors

- Comply with all HSE rules and procedures
- Use PPE correctly and consistently
- Report hazards, near misses, and incidents promptly
- Stop work if conditions are unsafe

6. Hazard Identification and Risk Management

FOXTRUX ENERGY LTD applies a systematic approach to identifying and controlling HSE risks.

Key elements include:

- Hazard Identification and Risk Assessment (HIRA)
- Job Safety Analysis (JSA) for task-specific activities
- Implementation of control measures using the hierarchy of controls
- Review of risk assessments when conditions change

High-risk activities receive additional planning, supervision, and control.

7. Health Management

FEL is committed to safeguarding the physical and mental well-being of its workforce.

Health measures include:

- Medical fitness verification where required
- Management of occupational health risks
- Fatigue management and work-rest controls
- Provision of welfare facilities
- Health awareness and prevention programs

8. Safety Management

8.1 Safe Systems of Work

FOXTRUX ENERGY LTD implements safe systems of work through:

- Approved work procedures and method statements
- Permit-to-Work (PTW) systems where applicable
- Competency-based task assignments
- Equipment inspection and maintenance

8.2 Personal Protective Equipment (PPE)

Appropriate PPE is provided and mandatory for all personnel as required by task and site conditions.

8.3 Incident Reporting and Investigation

All incidents, near misses, and unsafe conditions must be reported immediately.

FEL ensures:

- Prompt investigation of incidents
- Identification of root causes
- Implementation of corrective and preventive actions

- Communication of lessons learned
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9. Environmental Management

FOXTRUX ENERGY LTD is committed to environmental protection and responsible resource use.

Environmental controls include:

- Pollution prevention measures
- Waste segregation and proper disposal
- Spill prevention and response planning
- Responsible storage and handling of chemicals
- Protection of soil, water, and surrounding ecosystems

Environmental risks are assessed and managed throughout project lifecycles.

10. Chemical Handling and Hazardous Materials

FEL ensures that all chemicals and hazardous materials:

- Are sourced from approved suppliers
- Are properly labeled and stored
- Are accompanied by Safety Data Sheets (SDS)
- Are handled by trained and competent personnel

Spill response equipment and procedures are maintained at operational sites.

11. Emergency Preparedness and Response

FOXTRUX ENERGY LTD maintains emergency response plans appropriate to the nature of its operations.

These include:

- Fire prevention and response
- Medical emergencies
- Chemical spills

- Environmental incidents
- Evacuation procedures

Emergency drills are conducted periodically to test preparedness and response effectiveness.

12. Training, Awareness, and Competence

FEL ensures that all personnel:

- Receive HSE induction before commencing work
- Are trained for their specific roles and risks
- Participate in ongoing HSE awareness programs

Competence is verified and refreshed as necessary.

13. Contractor and Supplier HSE Management

Contractors and suppliers working for **FOXTRUX ENERGY LTD** must:

- Comply with **FEL** HSE requirements
- Provide evidence of competence and HSE performance
- Participate in inductions, audits, and inspections

FEL reserves the right to suspend or terminate work for HSE non-compliance.

14. Monitoring, Audits, and Continuous Improvement

HSE performance is monitored through:

- Site inspections and observations
- Internal HSE audits
- Incident and near-miss analysis
- Management reviews

Findings are used to drive continuous improvement.

15. Communication and Consultation

FOXTRUX ENERGY LTD promotes open HSE communication by:

- Encouraging hazard and near-miss reporting
 - Consulting employees on HSE matters
 - Sharing safety alerts and lessons learned
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16. Policy Review

This HSE Policy is:

- Communicated to all employees and contractors
 - Made available to clients and regulators upon request
 - Reviewed periodically to ensure continued relevance and effectiveness
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17. Conclusion

FOXTRUX ENERGY LTD is committed to conducting all operations in a manner that safeguards people, protects the environment, and supports sustainable business performance. Every individual working for or on behalf of **FEL** shares responsibility for achieving our HSE objectives.

Approved by Management
FOXTRUX ENERGY LTD
