



CORPORATE HEALTH, SAFETY & SECURITY POLICY (CHSSP)

Cairn is committed to protecting the health, safety and security of everyone involved in its activities. We put the protection of people first and apply high standards of practice through a process of continual improvement of our management systems and performance including the adoption of international codes and standards where practicable. To meet this commitment, we will implement management systems to:

- Promote, enhance and sustain a strong health and safety culture demonstrating visible leadership at all levels
- Comply with applicable health, safety and security laws, regulations and standards
- Promote well-being and support programmes which improve mental health at work
- Identify, evaluate and manage health, safety and security hazards and risks involved in our activities to as low as reasonably practicable (ALARP)
- Ensure that a high priority is placed on the prevention and control of major accident hazards in accordance with our Corporate Major Accident Prevention Policy (CMAPP)
- Regularly monitor and assess the security status of those places where we do business and the security risks associated with our operations
- Implement controls to ensure that safeguarding of personnel and property is carried out consistently with relevant human rights principles and in a manner that avoids or minimises risks to the local community
- Provide health, safety and security training to our personnel and actively promote awareness of health, safety and security issues and reward and recognise desired behaviours of performance
- Ensure that we have the resources and skills necessary to achieve our health, safety and security commitments and that everyone understands and follows safe working practices
- Ensure that those responsible for security are aware of relevant human rights issues, respect internationally acknowledged human rights and avoid complicity in human rights violations
- Ensure that contractors are aware of and comply with our policies and standards and, where necessary, work with our contractors to raise their standards to meet our requirements
- Use our leverage and influence with business partners to promote high standards of health, safety and security
- Ensure that accidents, incidents, near misses and non-compliances with procedures are reported and investigated, and the lessons learned are shared and regular management reviews are undertaken
- Set objectives and targets for improving our health, safety and security management and performance including monitoring and reporting openly on our assessment of risk and impacts and our performance
- Ensure that we have the resources and skills necessary to achieve our health, safety and security commitments and that everyone understands and follows safe working practices
- Monitor and evaluate our own and contractor performance, competence and capabilities, and conduct periodic audits to ensure our controls are effective and that our health, safety and security standards are being achieved
- Ensure that emergency preparedness, contingency planning, necessary financial capabilities and professional and technical competencies are in place with plans regularly tested, so that any incidents can be responded to in a timely and effective manner
- Ensure high quality health, safety and security documented systems, processes and procedures
- Work with regulators and industry bodies in the formulation or improvement of laws, policies, regulations and good practices aimed at protecting health, safety and security
- Consult with and respond to the concerns of our stakeholders on our health, safety and security performance
- Consult with and involve our stakeholders, including our employees their representatives and local communities on our health, safety and security management systems and performance

Responsibility for compliance with Cairn's Corporate HSS Policy and standards lies with the Chief Executive, Directors, Managers and their staff. It is also the responsibility of each individual to be aware of the risks to personal health, safety and security and to take measures commensurate with the environment in which they are living, working and travelling.

A handwritten signature in black ink, appearing to read "S. Thomson", is positioned above the printed name and title.