



HEALTH, SAFETY, ENVIRONMENT AND QUALITY POLICY (HSEQ) POLICY

1. OKTA being a responsible Oil & Gas Exploration and Production Company accept that the company will comply with all applicable laws and relevant industry standards of practice concerning protection of health and safety of the employees in the workplace, office and other persons affected by its activities and the prevention of environmental pollution.
2. Protection of health, safety and the prevention of pollution to environment is a primary goal of the Company, and the management of the Company shall take such action as are reasonable and necessary to achieve such goal and carry out this policy.
3. All employees of the Company will conduct their duties and responsibilities in a manner, which are compatible with achieving these goals and carrying out this policy.
4. The Company will work with its employees, contractors, sub-contractors, suppliers, partners, customers, service companies and with the community in which it operates in order to achieve this goal and carry this policy.

To carry out this policy

1. Advise all the employees and contractors of their safety responsibilities and regularly measure their performance.
2. Evaluate, identify and eliminate or manage safety risks prior to beginning any operation or activity and continue to review such risks, complying with all applicable laws and regulations.
3. Communicate safety objectives and expectations regularly to employees and all affected parties.
4. Train the employees and provide resources to maintain job competencies, including loss prevention responsibility and accountability.
5. Design and construct company facilities utilizing recognized best technology and practices to safeguard property and people.
6. Operate and maintain company facilities to assure safe operations.
7. Ensure that contractors, suppliers and others adhere to the company's safety policies and procedures.





8. Prepare for emergencies and other contingencies and respond promptly and effectively to incidents.
9. Report and investigate all incidents, take prompt action to prevent recurrence and communicate lessons learned.
10. Promote off-the-job safety and community awareness.
11. Review and improve the company's safety performance regularly.

HSE Vision

Health, safety and protection of the environment (HSE) are core values that constitute an integral part of our commitment to conduct our business in a responsible way. The essence of prioritizing HSE is expressed in OKTA's HSE Vision of "**ZERO HARM – NO LOSSES**". The Vision establishes the dependence of OKTA's long-term business success on our ability to continually improve the quality of our business activities while protecting people, the environment, assets, and our reputation. The integrity of OKTA operating facilities, loss prevention, and proactive risk management are essential for achieving OKTA's HSE Vision.

Core Aspects of HSE Management

Due to a high degree of interdependence between Health, Safety and the Environment, these concepts are grouped into one single management focus: **HSE**. HSE management is governed by the HSE Directive, which defines key expectations in compliance with internal HSE regulations at various levels of the organizational structure. The Directive sets out the principles and rules for the management of HSE-related risks and activities throughout the life cycle of business and activities, including capital projects, and acquisitions. The Directive also defines key HSE responsibilities for all OKTA employees, partners, and contractors. It additionally contains the HSE Policy, the Major Accident Prevention Policy, and the Life Saving Rules. It also stipulates the continuous improvement of HSE performance.





1. Commitment and Policy

- 1.1. Leadership and Commitment
- 1.2. Organization

2. Planning

- 2.1. People, Competency, and Behavior
- 2.2. Risk management

3. Implementation

- 3.1. Engineering and Project Management
- 3.2. Operation and Performance Management
- 3.3. Contracted Services
- 3.4. Emergency and Crises Control

4. Measurement and Evaluation

- 4.1. Incidents and Accidents
- 4.2. Planning and Cost Management

5. Review and Improvement

- 5.1. Stakeholder Dialogue and Information Management
- 5.2. Audit and Review

Approved by

Raziuddin
CEO

