

## Health, Safety, and Environmental (HSE) Policy

ZKJ Energy Partners Limited is committed to conducting its operations in a manner that ensures the health, safety, and well-being of its employees, contractors, clients, and communities while protecting the environment. This policy reflects our dedication to excellence in Health, Safety, and Environmental (HSE) performance as an integral part of our business operations.

To sustain HSE, we shall:

- Comply with all applicable health, safety, and environmental laws, regulations, and industry standards.
- Implement and maintain HSE management systems that align with international best practices.
- Provide a safe and healthy workplace for all employees, contractors, and visitors.
- Identify and mitigate risks associated with our operations to prevent accidents, injuries, and illnesses.
- Ensure that all employees receive adequate HSE training and have access to appropriate personal protective equipment (PPE).
- Minimize our environmental footprint by reducing waste, emissions, and resource consumption.
- Promote the efficient use of energy and water in all our operations.
- Prevent environmental pollution and implement measures for environmental protection and restoration.
- Set measurable HSE objectives and regularly review our performance against these targets.
- Continuously improve our HSE systems, policies, and practices to adapt to changing needs and technologies.
- Foster a culture of health, safety, and environmental awareness among employees and stakeholders.
- Encourage open communication and proactive reporting of HSE concerns without fear of reprisal.
- Collaborate with clients, contractors, and communities to promote shared responsibility for HSE performance.
- Maintain effective emergency response plans to address potential HSE incidents promptly.
- Investigate all incidents, identify root causes, and implement corrective actions to prevent recurrence.
- Ensure that HSE responsibilities are clearly defined and upheld across all levels of the organization.
- Hold leaders accountable for driving HSE excellence and fostering a culture of safety and environmental consciousness.

This policy will be reviewed annually, or as needed, to ensure its continued relevance and effectiveness.



**Rumundaka Wonodi**  
Managing Director  
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