



## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

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[www.iconenergy.com](http://www.iconenergy.com)

The Icon Energy Group Policy on Occupational Health and Safety

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## 1.0 POLICY PURPOSE

The objective of this policy is to ensure that Icon Energy conducts its business in a manner that prevents injury or illness to employees, contractors, customers and the communities in which we operate.

## 2.0 POLICY STATEMENT

Icon Energy is committed to maintaining a structured Occupational Health and Safety (**OH&S**) System to protect the Company's personnel, contractor personnel and the environment in which we operate.

We believe that:

- No business objective will take priority over health and safety;
- All injuries and workplace illnesses are preventable;
- No task is so important or urgent that it cannot be done safely; and
- Without diminishing management's obligations, the responsibility and accountability for safety and health rests with every individual.

## 3.0 OCCUPATIONAL HEALTH AND SAFETY APPROACH

Icon Energy's OH&S System aims to comply with all relevant legislation and standards. The OH&S System will be implemented through the Company's OH&S Guardian procedures, forms and registers to ensure that the Company's health and safety management practices are incorporated in all aspects of our business operations.

The occupational health and safety procedures outline the Company's approach to the identification and control of hazards, to eliminate, or if elimination is not possible, manage the risk to an acceptable level.

The occupational health and safety forms and registers that are in place are maintained by a full time OH&S Officer. They provide amongst other things a list of OH&S risks and mitigation measures together with a list of Company and Contractor Personnel qualifications and training to ensure continuous performance and improvement.

## 4.0 RESPONSIBILITIES

This policy applies to all personnel, contractors and joint venturers engaged in activities under Icon Energy's operational control. Responsible Icon Energy managers will use their influence to promote the Company's OH&S values Policy in non-operated ventures in which the Company has an interest.

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## 4.1 Board of Directors

Ultimate responsibility for oversight of the Company's OH&S policy rests with the Icon Energy Board.

## 4.2 Managing Director

The Board has delegated responsibilities for implementation of the OH&S Policy to the Managing Director. The Managing Director, in conjunction with the Operations Manager is required to provide the necessary skills and resources to manage Icon Energy's OH&S System. The Managing Director regularly reports to the Board on the management of these functions, including a periodical review of the Company's OH&S Policy and Procedures and OH&S performance to ensure the Board is adequately informed.

## 4.3 OH&S Officer

The OH&S Officer

- Ensures that health and safety management practices are incorporated in all aspects of our business operations;
- Takes a proactive risk management approach on behalf of the Company through identifying and controlling hazards, to eliminate, or if elimination is not possible, manage the risk to an acceptable level.
- Apply the available skills and resources to achieve a systematic and effective approach to health and safety management;
- Will work with the Managing Director and Operations Manager to:
  - Consult, promote, train and record the active participation of employees and contractors in the management of their own and others' health and safety; and
  - Set measurable targets and seek to continuously improve our health and safety performance.

## 4.4 OH&S Committee

The OH&S Committee

- Ensure that health and safety management practices are incorporated in all aspects of our business operations;
- Provide oversight and support to achieve a systematic and effective approach to health and safety management; and
- Encourage participation of employees in the management of their own and others' health and safety.

## 5.0 RELATED POLICIES & PROCEDURES

Refer to Icon Energy Limited's:

- Enterprise-Wide Risk Management Policy
- Crisis Management and Business Continuity Policy



Ray James

Managing Director

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