

SUSTAINABILITY REPORT

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Sorghum Field

At Icon Energy, we believe that sustainability is about working safely, effectively and harmoniously with the community and the environment today, tomorrow and for generations to come. We ensure that we work efficiently to minimise our impact on the environment and that we improve the quality of life in the communities in which we operate. We take the time to plan, assess, monitor and rehabilitate our projects responsibly. We respect the environment and acknowledge that our due diligence will foster ecosystems, maintain species and honour the livelihood of the people we work with and the wider community.

Icon Energy is proud to report that we have continued our incident free record.

>> zero lost time injuries

>> zero environmental incidents.

SAFETY A TOP PRIORITY

The health, safety and wellbeing of our people and our contractors is our priority.

Icon Energy is committed to having an incident free work place and we continually monitor our safety performance.

As our operational activities increase throughout Australia, so does the number of hours worked by Icon staff and our contractors. Icon Energy is pleased that its strong focus on contractor management, contractor pre-qualification process, bridging documentation protocols and training has contributed to no safety incidents being recorded in the 2011 to 2013 financial years.

We would like to thank all the people and businesses associated with Icon Energy including our contractors, partners and employees for their contribution in maintaining our excellent safety record.

RESPECTING OUR ENVIRONMENT

At Icon Energy we manage and continually access our integrated environmental and safety systems to ensure that we achieve the smallest footprint with the best environmental outcomes.

Our business activities are planned and conducted to minimise adverse effects on the natural environment and social surroundings for the benefit of current and future generations.

Icon Energy will achieve our environmental commitment through the following approach:

1. Compliance with all relevant laws and regulations, and by applying responsible standards where laws and corporate policies do not exist;
2. Minimising pollution and the cumulative environmental impact of our activities at a local, regional and global level;
3. Supporting research to improve our understanding of the environment and using sound science as the basis for our environmental decisions;
4. Open and transparent reporting on our environmental performance;
5. Learning from our past performance to continuously improve our processes, work practices and behaviours and sharing the lessons learned with others;
6. Encouraging community consultation and engagement;
7. Awareness and accountability for our individual contribution to environmental performance;
8. Environmental performance measures incorporated into appraisals of employees and contractors;
9. Requiring that companies providing contract services to Icon Energy manage their environmental

performance in line with Icon Energy's policies;

10. Leadership and stewardship of effective and sustainable environmental performance.

In accordance with best environmental and safety practices, Icon Energy initiated a plug and abandonment (**P&A**) and rehabilitation program for old exploration wells that will not be utilised in the future development of the ATP 626 permit. Initially, 13 wells were P&Ad and currently a second phase of plug and abandonment and subsequent rehabilitation is in progress involving the P&A of nine wells in the permit.

In Gippsland Victoria, Icon Energy engaged local environmental specialists, Coffey Environments to complete two Environment Management Plans (**EMP**) for Icon Energy's drilling program and a separate EMP for the 2D 400 km Murray Seismic Survey. The Department of State Development, Business & Innovation (**DSDBI**) has conducted comprehensive reviews of these EMPs and operational activity will only proceed with DSDBI and ministerial approval.

BENEFITING OUR COMMUNITY

Icon Energy's community engagement is focused on maintaining long-term, collaborative and trusting relationships amongst the communities in which we operate. At all stages of each project, we at Icon Energy promote clear, accessible and transparent lines of communication to key stakeholders.

From the commencement to the completion of each project, Icon Energy proactively engages with local landholders, traditional owners, local and state governments, and the wider community.

BUILDING WORKING RELATIONSHIPS WITH OUR INDIGENOUS PEOPLE

Icon Energy has Native Title, Cultural Heritage and Indigenous Land Use Agreements with traditional owners in Queensland, South Australia and Victoria. We ensure that traditional owners of this land are consulted and their needs considered prior to the conduct of any activities in areas in which we operate.

In the 2012-2013 year, Icon Energy, the Gunaikurnai Land and Waters Aboriginal Corporation Registered Native Title Body Corporate (**GWaLAC**) and Native Title Services Victoria negotiated an Indigenous Land Use Agreement (**ILUA**) for the Company's permits in Gippsland Victoria. A relationship was built on a mutual understanding of the Company's projects along with an understanding of the GWaLAC's resources and requirements, allowing an agreement to be developed that was tailored to reflect the changing needs of both parties over the long term.

In early August 2013, Icon Energy, the Gunaikurnai Board and Elders were pleased to sign the Gunaikurnai traditional owners first onshore exploration petroleum ILUA over GWaLAC determined land.