



**Salamander Energy**  
**Health Safety and Environmental (HSE) Policy**

Salamander Energy, in conducting its business and operational activities, is committed to ensure:

- Safety and health of our employees and the people who could be impacted by our activities.
- Protection of the environment in which we work.
- That the interests of the communities in which we work are respected.

Salamander Energy is committed to the implementation, review and continuous improvement of its health, safety and environmental performance and to minimize risks related to its operations for people and the environment.

To meet its objectives, Salamander Energy will operate in accordance with the following principles:

- Promote a culture within the company in which all employees share HSE commitment and are involved in the implementation of the HSE management systems.
- Comply with applicable laws and regulations and apply recognized international standards where laws and regulations are not in place.
- Develop effective HSE management systems to identify and manage risks associated with its activities by focusing on risk avoidance and prevention.
- Establish accountability and responsibility for HSE within organizational line management.
- Implement programmes and appropriate protective measures to control risks and to respond to any emergency resulting from its operations.
- Ensure that employees and contractors are adequately trained and aware of the importance of the HSE aspects of their jobs.
- Ensure that contractors' policies are in compliance with those of Salamander Energy.
- Seek viable ways to minimize the environmental impact of its operations, reduce waste generation, conserve resources and respect biodiversity.
- Undertake appropriate review to measure progress and ensure compliance with this HSE policy.

**J G Menzies**  
**The Chief Executive Officer**  
**Salamander Energy**  
**May 2009**