



## Health, Safety, and Environment Policy

### Objective

The objective of this Health, Safety, and Environment Policy (the “**Policy**”) is to establish a clear set of values and objectives for the effective management of health, safety, and environmental performance across the organization.

### Scope and Application

An integral part of TAG Oil Ltd.'s (the “**Company**”) core values as an organization are to achieve a high standard of health, safety, and environmental performance.

The Company is dedicated to protecting the health and safety of its employees, consultants, and the public. The Company is committed to ensuring that its operations are conducted in an environmentally responsible manner. To accomplish this, all directors, officers, employees, and consultants performing any work on the Company's behalf will conduct their work in accordance with the health, safety, and environmental laws of any jurisdiction in which they are working, as well as the Company's policies and procedures. The Company believes that adherence to a high standard of health, safety, and environmental performance is essential to the Company's success.

### Principles

The following principles will guide all of the Company's activities regarding health, safety, and environmental performance:

- Ensure compliance with all applicable laws and regulations of any jurisdiction in which individuals are performing any work on the Company's behalf and ensure that this Policy and the Company's expectations are communicated to all employees and consultants.
- Provide a safe and healthy working environment.
- Perform all work safely by using the right tools, equipment, and PPE.
- Ensure all employees and consultants are properly trained, knowledgeable of risks and procedures, and have the adequate resources necessary to perform their work in a safe, including environmentally safe, and competent manner.
- Integrate systematic hazard identification and risk mitigation tools into all of the Company's operations, ensuring the Company can effectively manage and mitigate the likelihood and consequence of major accidents or incidents.
- Design, construct, operate, and maintain the Company's assets with the goal of preventing environmental incidents.
- Strive to reduce emissions and manage waste, make efficient use of resources, including water consumption, minimize adverse environmental impact, and strive to restore environmental disturbances that may be caused by the Company's operations.
- Should operational goals and safety considerations ever come into conflict, priority is always given to prevent harm to individuals, the environment, and the Company's assets over operational results.
- Obtain and maintain all of the necessary permits and licenses for the Company's activities. Immediately report and thoroughly investigate all work-related and environmental incidents,



including near misses, injuries, occupational illnesses, spills, and non-conformances ensuring diligence in the response and providing corrective and preventative actions.

- Establish measurable health, safety, and environmental targets - monitor and report to the board of directors of the Company (the “**Board of Directors**”) on performance, ensuring the effectiveness and continued improvement of the Company’s systems, processes, and resources to achieve the objectives of this Policy.

### **Review of Policy**

The Company supports individual and industry efforts to protect health, safety, and the environment in all of the Company’s operations. The Company recognizes that to achieve excellence in health, safety and environmental performance a process of continuous improvement is required.

This Policy has been reviewed and approved by the Board of Directors and may be reviewed and updated periodically by the Board of Directors. Any amendments to this Policy shall be subject to approval by the Board of Directors.

### **Contact**

Any person who has a question or concern regarding health, safety, and environment should discuss the matter with the Company’s Chief Executive Officer or by sending an email to [speakup@tagoil.com](mailto:speakup@tagoil.com).

### **Related Policies**

- Code of Business Conduct and Ethics