

Announcement No. 2016/28

Health and Safety Policy

[v6.0.0 – 06/May/2016]

Effective Health and Safety management is critical to everyone who works within our business, and is an important ingredient of our values. Glow Energy PLC and its affiliated companies (hereinafter collectively referred to as “GLOW Group”) are committed to a continue striving to reduce, and ultimately eliminate, occupational accidents and incidents at the work place, achieving the best possible health and safety performance and developing correct safety behaviors. Health and safety management is about not injuring people or adversely affecting their health.

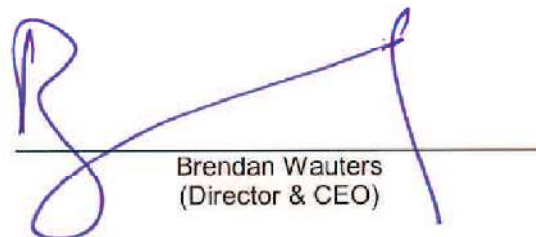
This Health and Safety Policy shall direct our efforts towards achieving this objective by adhering to the following fundamental principles:

1. Health and Safety is a prime responsibility of GLOW Group and all of its employees.
2. We shall demand compliance with applicable health and safety laws/regulations and our own rules.
3. We shall consistently seek to identify significant workplace hazards, appropriately control the risk from them, provide a safe place of work, and implement safe work processes to protect employees and contractors from inherent dangers.
4. We shall empower managers, supervisors and other employees with commitment to promote effective working relationships with appropriate health and safety agencies, and avoid working situations that may have an unfavorable effect on our employees’ and our contractors’ health.
5. We shall integrate health and safety to our management processes to drive a proactive and shared safety culture throughout the organization.
6. We shall set health and safety objectives, and include action plans and measurable targets in our business plans and in personal incentive arrangements, supporting our commitment to continuous improvement in all areas of health and safety performance through consultation and training.
7. We shall seek input from, and work constructively with, our employees, contractors, regulators and those who work with us, by ensuring that we discuss health and safety matters in a transparent way.
8. We shall ensure adequate planning, preparation and response for emergency situations and associated crisis management. We shall conduct periodic audits to ensure a participatory approach to prevent situations involving risk and promote a ‘just and fair’ culture to encourage the reporting of all incidents and near misses for the purposes of analyzing and learning, in order to prevent future incidents.
9. We shall share good health and safety practices and learning points across GLOW Group, as well as maintain excellent relations and foster a climate of dialogue with the community, authorities, regulators, customers, contractors, and our employees concerning health and safety issues.
10. We shall develop a hierarchy of prevention, and implement programs to achieve permanent improvement of our health and safety performance.
11. We shall communicate this policy to relevant stakeholders, and report our performance in transparent manner.
12. GLOW Group management shall commit to provide necessary resources, and establish a plan, setting out quantified targets and actions to deploy this policy and related health and safety rules.

This Health and Safety Policy shall be treated as a part of GLOW Group’s rules and regulations, and all Directors and employees shall strictly comply with it accordingly.



Arjan van den Broek
(COO)



Brendan Wauters
(Director & CEO)