



*Approved by the Executive Committee, August 9, 2018*

## **HSEQ POLICY** **FRONTERA ENERGY AND SUBSIDIARIES** (The Company or Frontera)

### **1. BACKGROUND**

The HSEQ Policy "The Policy" includes commitments by Frontera Energy regarding safety, health, environment and quality, based on the following fundamental pillars:

- High performance culture and learning.
- Adherence to corporate values and policies.
- Management of risks to prevent work place injuries and occupational illness, and to operate in harmony with the environment.

### **2. POLICY**

At Frontera Energy we are committed to protect the health and safety of people, work in harmony with the environment and promote a culture of HSEQ through management of risks and opportunities associated with oil and gas exploration and production processes.

We aim to maintain a safe operation, avoiding incidents and any harm to people or the environment.

Under this theme, The Policy defines the following fundamental principles regarding work health and safety, environmental management and quality:

- We comply with the corporate objectives agreed with the Board of Directors regarding work health and safety<sup>1</sup>.
- We are an organization that promotes the wellbeing of its employees and contractors, promoting self-care and maintaining an optimum level of safety in all of our activities including facilities, equipment and in our processes, by use of operational excellence practices.
- We comply with legislation and other requirements in the countries where we operate and adhere to corporate policies and other internal rules.
- We aim to maintain the highest standards for HSEQ in all the areas in which we operate, both in the fields and offices.
- We promote the continuous improvement of our processes and permanent update of the Integrated Management System with the purpose of supporting the corporate HSEQ strategy, comply with corporate policies, guarantee business continuity and contribute to excellence in the performance of the Company.
- We comply with agreed requirements with internal and external customers.

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<sup>1</sup> Including LTIF: Lost Time Injury Frequency, LTISR: Lost Time Injury Severity Rate, TRIR: Total Recordable Incident Rate and VIR or VehAccR: Vehicle Incident Rate.



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- We prevent and actively manage emergencies to provide an effective response for all types of events.
- We implement and maintain rigorous training systems on HSEQ for employees both in the fields and offices.
- We comply with the rules defined in this Policy through specific plans and programs in order to continuously improve our performance on HSEQ.
- We carry out full and transparent reporting of all HSE incidents. Serious incidents will be formally investigated, with lessons shared across the company.

### **3. SCOPE AND MONITORING**

The Executive Committee is the body responsible for amending and approving this Policy.

The Direction of Corporate Affairs is responsible for leading its preparation, implementation and monitoring throughout the Company.

The Vice-presidents and Directors are responsible for the adequate and rigorous implementation in its respective area.

### **4. COMPLIANCE**

This policy applies to all Personnel (directors, officers, employees, consultants, contractors, subcontractors, apprentices, seconded staff, remote workers, volunteers, interns, agents, sponsors, or any other persons who work for Frontera Energy Corporation) and is available for consultation and information of the stakeholders.

Any person who believes that the Company is about to or has participated in activities that in any way violate the principles provided in this Policy, must immediately report the situation to their supervisor. In addition, they may use the Company's ethics channels provided in the Code of Business Conduct and Ethics.

### **5. CURRENCY**

This Policy was approved by the Executive Committee on August 9, 2018.