

ENVIRONMENTAL

POLICY STATEMENT

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NB-QHSE-POL-003	Environmental Policy Statement	April 2026	Rev 01

Neon & Baker Solutions Limited recognises that responsible environmental management is fundamental to operating in the Nigerian oil and gas industry. We hold a duty to the communities, ecosystems, and natural resources of the regions in which we work.

To deliver this commitment, the Company will:

1. Identify the environmental aspects and impacts of every Company activity and apply controls proportionate to the assessed impact, captured in the Environmental Aspects Register.
2. Comply in full with NESREA, NUPRC, and operator environmental requirements at every site of operation.
3. Apply the waste hierarchy of prevention, reduction, reuse, recycling, recovery, and disposal in that order.
4. Use only NESREA-licensed handlers for all hazardous waste streams, and maintain documented manifests for every consignment.
5. Prevent pollution through engineering controls, training, monthly inspection of chemical and fuel storage, and continuous risk review.
6. Prepare for and respond to spill and release events under documented Emergency Response Plans, with spill kits stationed at every storage and transfer point.
7. Engage employees, partners, and host communities on our environmental performance through transparent reporting and consultation.
8. Set annual environmental objectives, including zero reportable environmental incidents and continuous reduction in waste generation per unit of business activity.
9. Continually improve our environmental performance through measurement, audit, and management review.

This Policy is delivered through the Neon & Baker Integrated QHSE Manual (NB-QHSE-MAN-001), informed by the principles of ISO 14001:2015. It applies to every operation, supplier, and partner under Company control or influence.

Approved and issued under the authority of:



Nneka Princess Obike

Managing Director

Neon & Baker Solutions Limited

Date: April 2026

This Policy is displayed at the Lagos office, distributed to every employee on hire, communicated to every subcontractor and partner at engagement, and made available to clients, regulators, and host communities on request.