

HEALTH, SAFETY AND ENVIRONMENTAL

POLICY STATEMENT

Document Number	Document Title	Issue Date	Revision
NB-QHSE-POL-001	HSE Policy Statement	April 2026	Rev 01

Neon & Baker Solutions Limited is committed to the highest standards of Health, Safety, and Environmental performance across every part of our business. We accept that the protection of life, limb, and the environment ranks ahead of every commercial outcome.

To deliver this commitment, the Company will:

1. Provide a safe and healthy place of work for every employee, contractor, partner, and visitor on every site under our control or influence.
2. Comply in full with all applicable Nigerian and international HSE laws, regulations, operator requirements, and the standards of the Nigerian Upstream Petroleum Regulatory Commission and the Nigerian Content Development and Monitoring Board.
3. Identify hazards systematically, assess risks honestly, and apply the hierarchy of controls (elimination, substitution, engineering, administrative, PPE) to reduce risk to as low as reasonably practicable.
4. Provide the training, supervision, equipment, and resources required for every person on a Neon & Baker work scope to perform their work safely.
5. Empower every individual to exercise Stop Work Authority where they identify a hazard, without fear of penalty.
6. Investigate every incident, near miss, and unsafe condition, share lessons learned with our workforce and partners, and act to prevent recurrence.
7. Set, measure, and publish HSE objectives, targeting zero fatalities, zero high-potential incidents, and an LTIR and TRIR of zero across all Company and partner operations.
8. Drive continual improvement of our integrated QHSE Management System through regular review, internal and external audit, and management challenge.

This Policy is delivered through the Neon & Baker Integrated QHSE Manual (NB-QHSE-MAN-001) and applies to all employees, contractors, subcontractors, and visitors operating on behalf of Neon & Baker Solutions Limited.

Approved and issued under the authority of:



Nneka Obike
Managing Director
Neon & Baker Solutions Limited
Date: April 2026
