



Health, Safety and Environment Policy

ADM Energy recognizes that achievement of its business goals will only be possible by adhering to the highest standards in Health, Safety and Environmental performance. To ensure this we will:

- Identify, assess and manage Health, Safety and Environmental risks and their potential impacts in all our existing and planned operational activity.
- Prevent accidents and work-related ill health by managing the health and safety risks in the workplace and by engaging and consulting with employees on day-to-day health and safety conditions.
- Ensure that employees and contractors are adequately trained and competent to do their work.
- Monitor and seek to influence the health, safety and environmental performance of our project partners and operators through formal and informal reviews of operations and by active dialogue and challenge.
- Comply with all applicable Health, Safety and Environmental Laws and Regulations.
- Require all employees to be responsible and accountable for health, safety and environmental matters and for ensuring compliance with this policy.
- Expect all employees and contractors to remain vigilant and responsible for their own safety, as well as the safety of the people around them.
- Ensure that all accidents and incidents are appropriately reported, recorded and investigated so that lessons-learned are effectively identified and appropriately implemented.
- Routinely monitor and report on our performance against this policy.
- Review and revise this policy as necessary at regular intervals.

Osamede Okhominia
Chief Executive Officer
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