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PROPOSED BY:

Head - HSE

APPROVED BY:

Managing Director, HOEC

DISTRIBUTION

ALL EMPLOYEES

STATEMENT ON ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

HOEC's ESG Policy commits all employees and associates to improve the social, economic and environmental well-being of the community in our operational areas. We dedicate ourselves to environmental improvements that foster a sustainable future and lead to social and economic improvements in the community where we do business.

We will deliver on these objectives by conducting our business in a manner that creates a positive impact on our environment and society, and by taking a proactive role in delivering the best solutions for all stakeholders.

We will measure and manage our ESG performance and improve it over time, including formal assessments of ESG risks and opportunities associated with our operations.

We will focus on complying with applicable regulations relating to protecting the environment and preventing pollution and drive continuous improvement in our environmental management systems.

We strive to give back to the communities where we live and work with time and resources.

We will continuously educate and train our workforce on ESG topics to evolve as a responsible management.

All employees are responsible to implement the commitments set out in this ESG Policy Statement to demonstrate continuous improvement.

Contact:

Please direct all questions regarding this policy to the Head - HSE.