

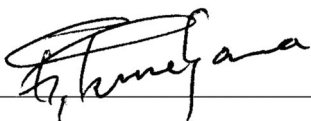
HSE&Q POLICY

IDEMITSU PETROLEUM NORGE AS (“IPN”, “we”, “us” and “our”) is committed to ensuring safety and health at work is our top priority. We aim to create a safe, comfortable and zero-accident workplace, rooted in our safety culture. In addition, we will work with our partners to fulfill our social responsibilities in both the stable supply of energy and the protection of the environment through exploration, development, production, and sales of resources such as oil and gas (hereafter, referred to “resource development business”).

The Managing Director will provide the leadership to establish, implement, and maintain a Health, Safety, Environment & Quality Management System. In addition, we will address the following policies, considering that IPN is engaged in the resource development business:

- We will consider risks of equipment, machinery, and work in terms of health, safety and environment at all lifecycle stages: such as planning, design, operation, maintenance, and disposal. We will invest as much resource as is reasonably possible to minimize these risks and, in particular, to achieve our target of zero serious accidents.
- The top management of the organization shall conduct regular safety patrols to identify and resolve potential risks at an early stage.
- We will strive to resolve safety and health issues by consulting employees and encouraging participation, and by communicating adequately with contractors, partners, and other stakeholders.
- We aim to create a vibrant workplace by promoting employee health and maintaining and improving the work environment.
- We will monitor the environmental aspects of operations which have a large impact on the environment and work with related parties to reduce them, particularly greenhouse gas emissions and waste materials and streams.
- In order to contribute to a low-carbon society, we will promote development of renewable energy such as wind power projects as well as making efforts to reduce carbon emissions throughout the entire supply chain.
- We will comply with all applicable laws and regulations, ordinances, and other requirements applicable to each business site.
- We will provide our employees with training and educational opportunities on awareness of safety and environmental protection, HSE management and safety operations as well as systematically training specific personnel engaged in these areas.
- We will conduct internal audits, management reviews, and accident investigations, and utilize the lessons learned to improve our management systems and performance.

In order to address the above, IPN will establish and implement annual health, safety and environment targets and action plans, conduct the necessary monitoring, and periodically review them to promote continuous improvement.



1 October 2020

Futoshi Tsuneyama, Managing Director of Idemitsu Petroleum Norge AS