

HEALTH AND SAFETY POLICY

Buru Energy Limited (Buru) is an ASX listed Australian oil and gas exploration and production company with growing energy transition assets, and is committed to operating in a safe, environmentally and culturally sensitive manner.

Nothing is more important to Buru Energy than health and safety of our people and our stakeholders. Buru are committed to achieving our HSE goal of Zero Harm by preventing all occupational injuries and illnesses associated with our activities. Buru strives for our goal of Zero Harm through the implementation of an effective HSE Management System, setting, monitoring and reporting of health and safety objectives and targets, undertaking regular audits, and ensuring the Company is prepared to respond to emergencies through regular response exercises.

To meet our commitments, Buru will:

- Ensure management lead by example in the promotion and support of our health and safety practices.
- Ensure all Buru employees, contractors and visitors to operational sites are aware of this policy.
- Ensure safety and health takes priority in all work activities and encourage everyone to stop work that is considered unsafe.
- Comply with all applicable health and safety laws and regulations.
- Review our Objectives and Targets annually to ensure they are measurable and appropriate to the nature and scale of our operations. Objectives and Targets will be distributed to all Buru personnel.
- Regularly audit and review our performance against our health and safety objectives and targets to drive continuous improvement. This includes the distribution of a HSE performance report to all Buru employees on a quarterly basis.
- Maintain a system to identify risks to health and safety associated with our operations and implement measures to reduce health and safety risks to as low as reasonably practicable.
- Make all employees and contractors aware of their responsibility for protecting their own health and safety, the wellbeing of other workers and the local communities in which we operate.
- Empower all employees and contractors to raise health and safety concerns, including the power to Stop Work if required.
- Foster a workplace culture that encourages and supports all employees and contractors to apply the appropriate procedures and processes to protect themselves and other workers from harm.
- Provide our managers and supervisors with the authority and resources necessary to implement this policy.
- Promote effective employee and contractor awareness of our safety practices through training and communication
- Ensure those who provide services to the Company adhere to our policies and practices.

Approved by the Buru Energy Board of Directors

Date: 28 September 2022