

HEALTH, SAFETY AND ENVIRONMENT POLICY of Net Zero Carbon Solutions

Net Zero Carbon Solutions LLC hereinafter referred to as "NZN"

All managers, employees (supervisors and workers) and contractors of NZC and its subsidiaries are committed to the protection of personnel, property, the environment and the public in all communities in which the Company conducts business. This commitment requires that the best possible services be available to employees, customers and shareholders, and enables the Company to compete and grow in a competitive market.

NZN's management team is committed to maintaining a safe and healthy working environment that complies with all applicable laws, legislation and industry-recognised best practices. The Company's management team is further committed to providing ongoing support, capital investment, human and financial resources and the allocation of time to promote a safe workplace, free from foreseeable hazards that could pose a risk to people, property or the environment.

NZN management, employees and contractors must support health, safety, environmental and quality management systems and work to eliminate or mitigate all hazards to an acceptable level in all company workplaces, continuously striving for the highest quality of service. NZC management, employees and contractors must also maintain strong management of environmental practices and commit to protecting the environment by minimizing or eliminating disturbances to land, water, wildlife and vegetation.

NZN employees and subcontractors will achieve this commitment by:

Actively participate in initiatives that promote best practices and improve company standards in relation to health, safety, environment and quality.

- a- Support ongoing security improvement initiatives, audits, and development processes that work to continuously improve service quality.
- b- Ensure that all employees are properly trained and competent to perform the assigned work.
- c- Ensure that supervisory staff clearly communicate rights and obligations to employees, contractors and visitors.
- d- Promote the responsibility of all staff to work on reducing or eliminating events and negative impacts on operational quality.
- e- Create a strong and continuously improving safety culture that promotes the development of best management practices, information sharing and open dialogue; including a focus on constructive feedback.
- f- Promote safe work practices that are consistent with the goal of achieving zero harm to people, property and the environment.
- g- Conduct risk assessments, assess associated hazards, and mitigate risk to as low a level as reasonably possible.
- h- Provide the means to respond effectively and appropriately to events, investigate events, and establish emergency procedures that are reviewed, tested, and communicated to all personnel on a scheduled basis.
- i- Promote ongoing evaluations and review methods to improve performance and safety programs.

This HSE policy applies to all NZC job sites. It is the responsibility of NZC management to show unwavering leadership and commitment to the Company's Health, Safety and Environment program and Quality Management Systems, while promoting continuous improvement in the performance, culture and quality of the Company's HSE service.

It is the responsibility of all employees operating under this Policy to immediately report any material breaches of this Policy to NZC's Board of Directors, which will ensure that a thorough investigation is carried out and mitigation measures are applied to minimise any impact that may result.

NZC management believes that an unwavering commitment to HSE's strong practices, quality of service and responsible stewardship will foster the growth and development of a continuously improving work culture that is not detrimental to the people, properties, environment or communities in which the company conducts business.



Walter Arias, Director, April 2022



Ortiz, Technical Director, April 2022

This policy and any standards developed in support of the purpose of the Policy are subject to ongoing review and evaluation by NET ZERO CARBON SOLUTIONS Partners.

Modifications will be made as necessary, to respond to the current circumstances and/or changing needs of NET ZERO CARBON SOLUTIONS and its subsidiaries.

NET ZERO CARBON SOLUTIONS policy statements are available for viewing online at <https://www.nzcsolutions.com/contact/>