

Petro Australis Energy Limited
ACN 623 085 263
(Company)

Corporate Governance Policies

Statement of Values

Statement of Values

At Petro Australis Energy Limited, we are committed to operating with integrity, safety, and responsibility. Our values guide every decision we make — from the field to the boardroom — and reflect who we are as a company and as individuals.

1. Health, Safety and Environmental Responsibility

We protect what matters most — our people. Every task, no matter how small, is approached with a mindset of safety, caution, and care. We are committed to managing our environmental impact. Zero harm is our goal, every day.

2. Integrity & Accountability

We do what's right — not what's easy. We are honest, reliable, and accountable. We follow through on our commitments and own our outcomes. We follow the law and hold ourselves to high ethical standards. Bribery, corruption, and cutting corners have no place here — ever.

3. Respect for People

We treat all people with dignity and fairness — employees, contractors, communities, and regulators alike. We value diverse voices and create a workplace where everyone is heard and feels valued. We build trust through transparency and engagement.

4. Operational Discipline

We take pride in doing the job right the first time. We follow procedures, and stay focused on safe, consistent, and efficient execution. Discipline in planning, communication, and execution keeps our people safe and our operations reliable.

5. Pragmatism

We solve real problems with real-world solutions. We're hands-on, practical, and focused on what works — balancing cost, safety, and performance in everything we do. Our policies are lean, our tools are fit for purpose, and our mindset is nimble, hands-on and resourceful.

6. Continuous Improvement

We're always looking to get better. From safety processes to cost management, we learn from experience, share knowledge, and make every development campaign stronger than the last.

7. Long-Term Thinking

We act with the future in mind — investing in people, resources, infrastructure, and practices that ensure the sustainability of our business and our commitments to all our stakeholders.

These values aren't just words — they are our way of doing business.

We live them. We lead with them. And we're proud of what they stand for.