

The logo consists of a yellow square with rounded corners, containing the text "The Golden Rules" in a bold, black, sans-serif font. The text is arranged in three lines: "The", "Golden", and "Rules".

**The
Golden
Rules**

HSE Golden Rules

HSE Golden Rules

The HSE Golden Rules are about changing how we act. They are three rules that give a framework for how we must all behave all of the time, in every operation and activity, if we are to achieve further improvement in our HSE performance. The thinking behind the rules is well established in many of our HSE programmes such as "Hearts and Minds". They also fit well with important new Group initiatives such as Enterprise First – with its emphasis on leadership, accountability and teamwork - and Compliance.

The three HSE Golden Rules are:

You and I:

- Comply with the law, standards and procedures
- Intervene in unsafe or non-compliant situations
- Respect our neighbours

Why these rules are important?

If we are to comply with laws, improve our reputation, and live up to our Business Principles and **commitment to sustainable development** - including avoiding preventable accidents, reducing our environmental impact and improving relationships with our neighbours - we need to reinforce these Rules and apply them consistently.

The rules emphasise our individual responsibility while encouraging us to help our colleagues and respect our neighbours. For example, they encourage us to get involved if we see someone breaking the rules. And they help us to understand why others step in to help if we are failing to comply. They are there to motivate us all to do the right thing, from the most senior to the most junior member of staff.