



HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT

In X-DRILL HSE is a Core Value and our culture is based on the following beliefs:

- All HSE incidents can be prevented. We continuously strive for ZERO HARM to People, the Environment, and Equipment.
- We must protect the environment. Our assets and operations shall be efficient in consuming energy and natural resources and have no undue environmental impact.
- Health and Safety of people and the environment will never be compromised for other business activities.
- People must take personal responsibility for HSE matters. Employees not only have the right but the obligation to stop and correct all unsafe acts / conditions.
- Employees, Customers, and Stakeholders will grow and prosper as we conduct our business and operate in a manner consistent with these aims.

To develop & maintain the X-Drill HSE Culture, we will do the following:

- Integrate HSE in all business processes. Develop and implement effective HSE Management policies, processes, and systems.
- Implement high HSE standards wherever and with whomever we do business.
- Ensure line management leads by example and is accountable for their actions.
- Include HSE performance in the selection, appraisal, and reward of X-Drill employees.
- Take a proactive approach to HSE matters. Develop and track "Leading" HSE Key Performance Indicators.
- Apply a systematic and measurable approach to continually improve our HSE culture and performance.
- Openly communicate HSE issues and performance. Share and learn from internal and external HSE best practices.

Steve Meheen
CEO June • 2015

A handwritten signature in blue ink, appearing to read 'Steve Meheen'.