

Health & Safety, Environmental & Quality Policy

The **Health & Safety** of our employees and contractors is of paramount importance to FWM. We will ensure safe working conditions for our personnel at all work locations; offices, facilities, wellsites; by confirming that suitable health & safety regimes are in place.

Focusing on delivering safe, efficient operations for our clients

We will ensure our procedures promote the integration of **Health, Safety and Environmental** considerations into well designs while meeting our clients' needs. Our work will always be in line with applicable laws and regulations pertaining to Health, Safety and the Environment.

Maintaining Well Integrity

Through the application of our Well Integrity Plus principles (WIP®) we will maintain well integrity at all times to safeguard our personnel and protect the **Environment** and the assets our employees work on. We will also take steps to measure and minimise the environmental impact of our non-operational activities.

Finding practical solutions to complex problems

Our personnel will use their knowledge and experience to generate practical solutions and Specific, Measurable, Achievable, Relevant, Timely objectives, whilst ensuring these meet our clients' requirements. Using our field-

proven, certified management system will enable us to deliver our **Quality** results on a consistent basis.

We will only consider ourselves successful when our clients' requirements have been met while maintaining well integrity and without harming personnel or the environment.

Excelling in Risk Management

We will take a positive approach to risk management to ensure the best approach is taken to achieve objectives, maximising efficiency while understanding and controlling the risk to ourselves, our clients and our stakeholders.

Equally, our business development, logistics and commercial specialists will adopt these principles to give complete risk management in the delivery of our services.

Performance through teamwork and professionalism

We will be clear on our expectations for **Health, Safety, Environmental and Quality** performance. We will provide the resources, training and mentorship to enable our personnel and project teams to deliver first class results through competent engineering design and robust operations supervision. To promote physical and mental wellbeing we will give our personnel the opportunity for exercise and relaxation during the working day.

Systematic Competency Management

Competency will be achieved and maintained through high levels of training and mentoring of our personnel. We will maintain a structured, relevant competency programme with regular assessment by our senior personnel.

Continuous Improvement

We seek continuous improvement in our **Health, Safety, Environmental and Quality** performance through critical review of our results and fine-tuning of our operational procedures. We will encourage feedback from our personnel and listen to the views of our clients.

Consistent Health & Safety, Environmental and Quality performance will be achieved through application of our management system procedures. Our management team will ensure the availability of resources, training and support to enable our management system to be implemented effectively.

Annual Review & Approval 3rd July 2018



D.J. MacArthur

Well Engineering Manager