

## HEALTH & SAFETY POLICY

### **Our Commitment**

At Atlantica, management's obligation and intent is to operate our company and facilities in a manner that assures the health, safety, security and well-being of our team members, as well as all others involved with our operations. Top management sets the example with a visible commitment to Atlantica's health and safety management systems.

Safety is a core value at Atlantica, and, as such, we hold team leaders and members accountable for providing a healthy, safe, secure and drug-free environment. Safety will take precedence if safety and business priorities come into conflict. Atlantica firmly believes in the Zero Incidents Philosophy (ZIP). Everyone associated with our operations is explicitly empowered with "stop work authority" to suspend operations if they are uncomfortable or feel that too great a hazard exists; and they will be supported by management for their efforts afterwards.

### **Our Expectation**

#### Leadership & Commitment

- Proactive leadership and demonstrated commitment are central to the success of health and safety programs.
- Safety is the first agenda item discussed in all meetings.
- Healthful, safe and secure working conditions with sufficient PPE are provided for the drilling teams.
- Field team leaders conduct operations in a carefully planned and safety-focused manner such that team members return home to their families in the same, or healthier, condition.

#### Behavior & Culture

- A culture is sustained that concentrates on safe behavior in a dignified, respectful and consistent manner.
- Safe behavior is rewarded, at-risk behavior is corrected, and blatant abuse of safety is not tolerated.
- Positive intervention occurs promptly when at-risk behavior is noticed.
- A "stop work authority" exists whereby no one has to prove it's unsafe to stop a task; rather, they have to demonstrate that it's safe to start, or re-start, the task.
- Team members are encouraged to actively participate in the development of new safety initiatives.
- Positive contributions of team members to company safety performance will be acknowledged and rewarded.

#### Hazards & Risks

- Hazards are eliminated (if possible) or controlled (if unavoidable) via analysis, planning, communication and PPE.
- Tools and training are provided, as necessary, to enable our teams to evaluate and assess hazards and risks.
- Systematic risk assessments are conducted to identify potential hazards and appropriate controls.
- If injury occurs, the best available first aid and medical treatment will be provided, backed by a robust ERP.
- Timely reporting and a potential-based investigation of root causes takes place for incidents of all types, with effective lateral lessons and remedial measures communicated, followed up and closed out.

#### Training & Competence

- Team member competency is improved via a program involving qualification, certification, assessments, formal training and emergency drills to ensure they have the knowledge, skills and ability to perform their jobs safely.

#### Integrity & Regulatory Compliance

- We ensure equipment integrity via implementation of proven design, practice of structured maintenance and operations recognizing specified limits.
- At a minimum, all class, regulatory and legislative requirements are met, and (at times) exceeded.

#### Community & Family

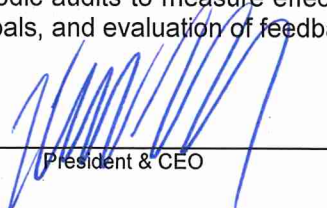
- Team members acknowledge responsibility for their own safety and that of their colleagues.
- Our safety culture is an automatic, almost second-nature, way of conducting business that provides tangible, lasting benefits to our team members, their families and the greater community.

### **Our Shared Responsibility**

We are jointly responsible to pro-actively support and participate in the Health & Safety Management Systems, or HS-MS, programs at Atlantica along with those of our customers. The HS-MS programs undergo continual development and improvement via team-led committees, periodic audits to measure effectiveness, management reviews to ensure alignment of operations with health and safety goals, and evaluation of feedback from multiple sources.



Chief Operating Officer



President & CEO



Director of QHSET