HEALTH AND SAFETY POLICY

No task is so important that we cannot commit to taking the time to plan, mitigate risk and execute it safely. A fundamental core principle is safeguarding our people, contractors, and assets in ARO; therefore, we will:

Demonstrate a visible commitment to Health and Safety in everything we do.

Maintain the highest ethical standards consistent with our core values.

Provide a healthy and safe workplace for employees, contractors, and visitors.

Plan all work, identify hazards and manage risk as low as reasonably practicable (ALARP).

Empower people to stop the job and use their Stop Work Authority (SWA).

Comply with our code of excellence (ACE), relevant international standards, and laws.

Monitor and maintain Process Safety integrity to prevent major accidents or respond through our robust emergency response teams.

Improve, measure & monitor individual competency through position-based training and mentoring.

Report all incidents, investigate vigorously to prevent reoccurrence, and share lessons.

Develop, measure, and monitor KPIs for performance.

Promote & reinforce employee feedback, celebrate success, and recognize individual and collective performance.

Communicate with internal and external sources, capture best practices, and promote "people, process, plant" improvement through self-verification and monitoring.

Use contractor HSE performance to inform decision-making in the procurement of services.