

Fitness to Work

DTEC Oilfield Solution is committed to creating a safe and healthy workplace for our people. Our objective is to minimize the risk to our workers, customers, visitors and the communities in which we operate.

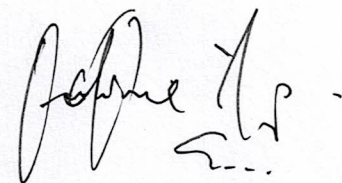
It is the responsibility of each of our people, in accordance with their duty of care obligations, to ensure they are fit for work. Fitness for work is being safe for work. **"Fitness for Work"** requires an individual to be in a physical, mental and emotional state, enabling the individual to perform their assigned duties effectively and in a manner that does not increase the risk to themselves and others.

The core objectives of our fitness to work policy

- ✓ Comply with all applicable laws, regulations and standards
- ✓ Develop fit-for-work programs based on best practice principles that are commensurate with the risks associated with the work activities of individual businesses
- ✓ Raise awareness within DTEC of physical and psychological conditions such as fatigue and illness that may prevent an individual from performing duties in a safe manner
- ✓ Reduce individual and organizational exposure to the potentially harmful consequences of drug and alcohol consumption or the risks associated with some certain medications
- ✓ Evaluate and, where appropriate, use recognized techniques for determining fitness-for-work
- ✓ Provide employee assistance programs where required; and
- ✓ Promote and encourage our people to participate in wellbeing programs to support healthy lifestyle choices.
- ✓ Ensure that all of our people are aware of, and comply with, this policy

It is the responsibility of the individual to manage personal factors, which impact on their ability to perform work, unimpaired and to the full extent of their capability.

The Managing Director of DTEC Oilfield Solutions Limited is responsible for implementation of this policy and ensuring that all employees, contractors and business partners conform to its commitments.

A handwritten signature in black ink, appearing to read "Chimezie A. Okeke", written over a thin red horizontal line.

Chimezie A. Okeke
Managing Director
15th October 2020