

Work Health and Safety (WHS)

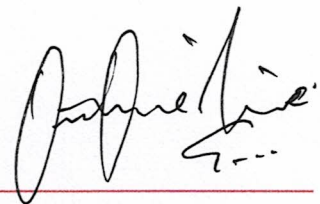
In everything that we do, we are committed to taking all practical steps to ensure that our personnel are suitably qualified and trained to perform the duties they are tasked with. We reinforce this daily by creating a work environment that inspires leadership, engagement and recognition of safety first.

The core principles of our WHS policy are to:

- ✓ Maintain as far as reasonably practicable a safe environment at all DTEC locations
- ✓ Implement health and safety objectives and targets that drive continuous improvement
- ✓ Implement and maintain safety management systems that are continuously reviewed for effectiveness in meeting business needs and compliance with all relevant legislation and standards.
- ✓ Provide appropriate protective equipment and training to comply with statutory requirements and to meet the relevant needs of each area of work activity.
- ✓ Ensure appropriate procedures are maintained for the reporting and review of all safety incidents and situations likely to be hazardous to a safe working environment.
- ✓ Ensure grievance procedures are in place to promote effective claims management and rehabilitation.
- ✓ Ensure appropriate emergency procedures exist in all work locations and that all personnel understand the procedures relevant to their location.
- ✓ Communicate, consult and engage with our workers, leaders, clients and stakeholders on health and safety matters, including implementation and refinement of existing WHS systems and programs.
- ✓ Identify, recognize and reward individuals and teams who demonstrate the behaviors that underpin our work health and safety culture.

Achieving these commitments is fundamental to our workplace culture and continuously improving our safety performance.

The Managing Director of DTEC Oilfield Solutions is responsible for the implementation of this policy. All employees have a personal responsibility to follow all Company health and safety policies and procedures and to report any hazards.

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

Chimezie A. Okeke
Managing Director
1st February 2021