




William George Ceppi
Chief Executive Officer

Quality, Health, Safety & Environment Protocol

Gulf Drilling International (GDI) has a comprehensive Integrated Management System (IMS) which encompasses the standards and principles that underpin how we do business. The IMS which has been established, implemented and maintained includes effective Quality, Environmental, Occupational Health and Safety Management Systems in line with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

GDI is committed to satisfy applicable requirements, achieve the goals of Quality, Health, Safety and Environmental management by ensuring no harm to people, consultation and participation of staff, protect the environment, prevent pollution, no damages to its assets and property, and to the preservation of its reputation as a world class drilling services provider. All efforts shall be made to ensure we manage risks effectively in regard to these priorities. Risks are managed in GDI as per the established framework of IMS and Enterprise Risk Management (ERM) and industry best practices.

It is the responsibility of everyone employed and working with us or visiting our assets and facilities to follow all local laws and regulations, the relevant policies and procedures of our company and our clients and take all practical measures towards 'Goal Zero Undesirable Events' operations.

Supervisors must ensure that risks from assigned work are mitigated to an ALARP level and documented properly. They must demonstrate leadership by constant and consistent supervision and active monitoring of crews.

GDI's management provides suitable and sufficient resources to manage the worksite according to these objectives. To implement these objectives and our QHSE goals, we shall ensure:

- *Personnel are trained and competent for the tasks assigned to them*
- *Tools and equipment are of adequate design, condition and quality, to be operated safely*
- *The worksites are maintained in safe condition*
- *Policies and procedures are reviewed with employee consultation and updated in a risk-based approach, not exceeding a maximum timeframe of three years*
- *Hazards are identified, and risks are assessed and mitigated to 'as low as reasonably practicable' (ALARP) level*
- *Undesirable Events are reported and investigated as per Company Policy*
- *Important QHSE information is regularly communicated as Safety Bulletins*
- *Review of annual 'Key Performance Indicators' by Management*
- *All personnel are empowered and required to use and obliged to exercise STOP Work Authority and report behavioral based observations through GDI Essentials Reporting.*

GDI reviews its procedures, plans, policies and commitment statements once in three years as a minimum for suitability, satisfaction and growth, policy and system to reflect industry best practices, adopting a risk-based approach. These responsibilities are constantly under review for continual improvement.

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