



# HEALTH AND SAFETY POLICY

RPS Energy is a segment of RPS Group Plc. RPS Group Plc is a global professional services firm of 5,600 consultants and service providers located in 125 countries. Specialising in energy exploration, development and optimisation, RPS Energy assists our clients to navigate the complexity of energy projects delivered in remote locations - both on and offshore.

RPS Energy is committed to ensuring a high level of Health and Safety management across all areas in which it operates. Our aim is to ensure that:

- Management is committed to maintaining and promoting the health and safety of all employees, associates, clients and independent contractors through physical, psychological and social well-being;
- Through the prevention of work injuries and illnesses as well as continual improvement of health and safety management and performance, 'Everyone goes home from work safe and injury free'.

It is our belief that accidents can be prevented, and our aim is to have zero accidents. We will strive to meet these aims whilst ensuring (as far as is reasonably practicable) the health, safety, wellbeing and security of our workers, associates, sub-contractors and persons likely to be affected by our activities by:

- Complying with all applicable laws and regulations in the countries where we work. In practice we will be guided by our clients, clients' contractors and industry standards where relevant;
- Ensuring, through a rigorous and formal risk management process, that any work undertaken does not involve unacceptable or uncontrolled risk to personnel or plant;
- Ensuring they are fit to perform their tasks safely and efficiently by adhering to procedures relating to Drugs and Alcohol, Physical and Psychological Impairment and Fatigue Management;
- Seeking guidance from clients, contractors and relevant industry standards to exceed requirements where practicable;
- Providing safe and healthy working conditions to prevent work related injury or illnesses appropriate for RPS workplaces;
- Enhancing the skills of management and personnel through the identification of training needs and the implementation of training and competency assurance programmes to meet and maintain these needs;
- Promoting a positive health and safe culture at all levels in the organisation through visible leadership, commitment, consultation and communication;
- Reporting all incidents, near misses and non-conformances and taking appropriate action to prevent recurrences;
- Setting measurable targets and objectives which are monitored and reviewed through RPS audit and management review processes to ensure continual improvement;
- Empowering all personnel to stop work if they believe that they or other persons are at risk.

RPS Energy is committed to operating to the requirements of the global ISO 45001:2018 Occupational Health and Safety Management Systems, to further enhance health and safety performance.

This Health and Safety Policy has the full support of RPS Energy senior management, who will ensure that adequate resources are made available to achieve the policy objectives and that roles and responsibilities are clearly defined.

John Tompson  
Chief Executive Officer  
RPS Energy  
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