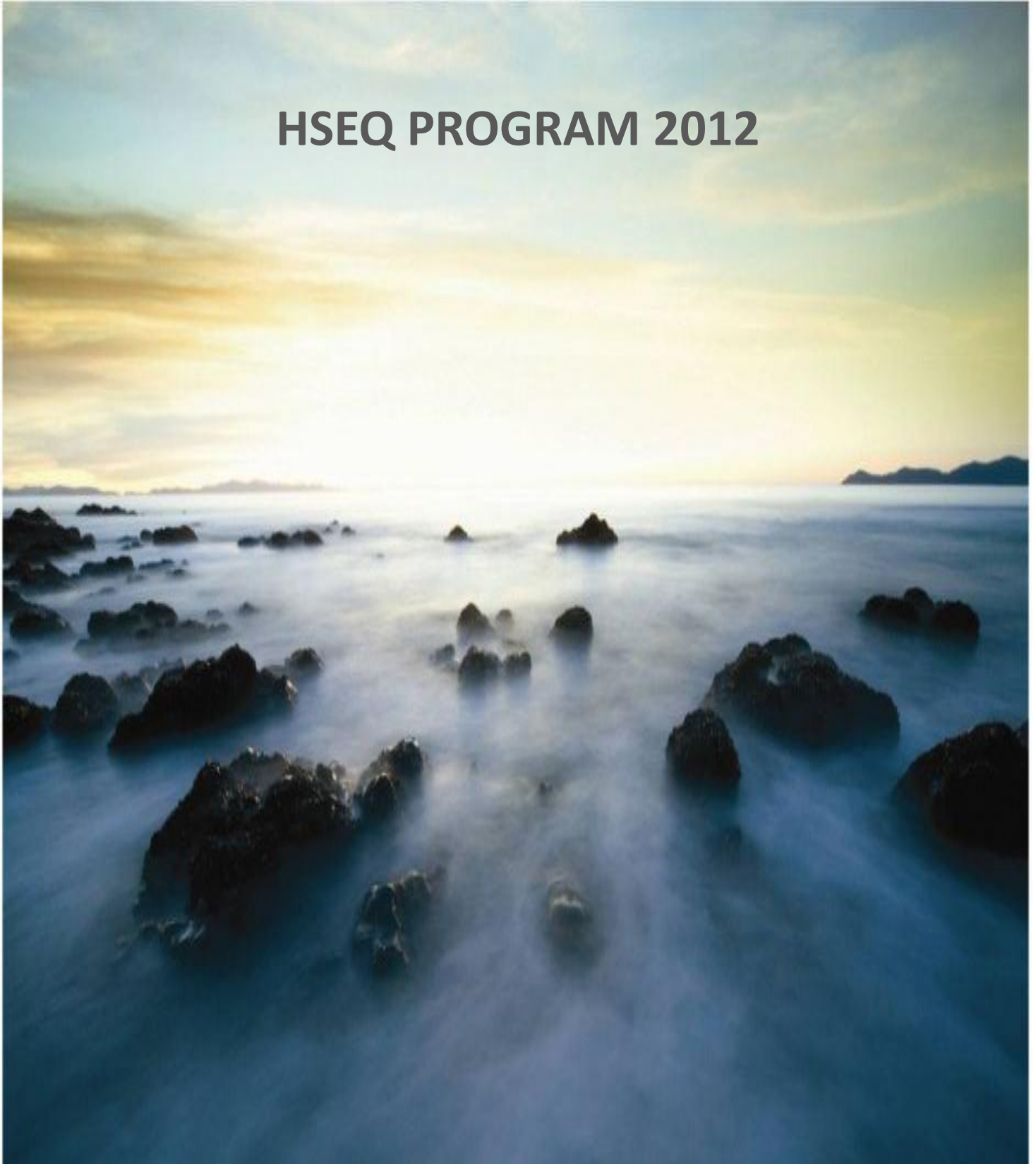


## HSEQ PROGRAM 2012





## CORE VALUES

### SAFE

We shall perform all our work with a zero mindset. We shall plan and execute all processes without compromise to safety.

Management shall create a safe, caring and motivating working environment.

### ACCOUNTABLE

We shall be a dedicated supplier, demonstrating responsibility and ownership to all services. We shall provide the right attitude and ethics.

Management shall support the employees and consultants with guidance and respect.

### COMPETENT

We shall deliver our services with compliance to professional standards, and constantly strive to expand our competence.

Management shall focus on competence enhancement for career development

### CREATIVE

We shall be a frontrunner with creative solutions to new or existing challenges. We shall strive for safe and efficient solutions.

Management shall create a multidisciplinary work culture, with focus on “development for the future”.



## QUALITY

It is the policy of Ross Offshore to achieve the highest standards of product quality and customer service.

In order to achieve this goal the company has implemented a quality system in accordance with the latest ISO9001 standard.

The quality system shall serve to communicate expectations, establish controls and foster a culture committed to excellence and continuous improvement in everything we do.

### **We are committed to:**

- Meeting the objectives of the company, departments and individuals to achieve the highest standard of product and service quality
- A quality management system that serves our clients and customers, and helps develop and maintain our position as a leading provider of services to the Oil & Gas industry
- Providing superior products and services which consistently meet or exceed our clients' and customers' expectations
- The full implementation of the company Quality Policy, its Manual, Procedures and Systems are mandatory to all levels within the Company
- Reviewing our Company Management System (CMS) annually to ensure its continued effectiveness across all areas of the business

## HSE

Ross Offshore HSE Management System is based on involvement and commitment from all our employees which will show consideration for the protection of health, safety and environment through our attitude and behavior in all we do.

Ross Offshore shall take responsibility for the future through continuously influence the business to protect the environment and the employees' health and safety in cooperation with our Customers.

### **We are committed to:**

- Implement and maintain the Policy at all levels in the organisation
- Integrate and improve Health, Safety and Environment in all our activities
- Contributing to the development of sustainable well planning systems and technology
- HSE hands-on leadership and behavior in all our activities
- Openness in all HSE issues with stakeholders
- All activities shall be fully in compliance with authority requirements, regulations and legislation



# CORPORATE HSEQ PROGRAM 2012

## Quality

- Extend Company Management System to include all Business Units
- Manage business risks at all levels
- Implement corporate communication plan



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## Health, Safety and Environment (HSE)

- Host internal Corporate HSE conference
- Run Emergency Preparedness Exercise
- Extend “Screen Cancer Project” to entire organisation
- Roll out Corporate Guidelines for information security
- Establish office HSE rules
- Carry out Work Environment Survey (WES)
- Establish welfare fund and guidelines for its use to promote occupational health



**Ronny Nordstrøm Larsen**  
Vice President HSEQ  
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## Key Performance Indicators

| Quality   | Health   | Safety   | Environment  |
|---|--|--|--|
| <ul style="list-style-type: none"><li>• Zero overdue audits from the annual audit plan</li><li>• Client satisfaction score &gt; 80%</li></ul> | <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• (1-6 scale) goal =4 WES</li></ul> | <ul style="list-style-type: none"><li>• 0 serious incidents</li><li>• H1 = 0 (LTI)</li></ul> | <ul style="list-style-type: none"><li>• Zero reportable discharge to sea</li></ul> |



# WELL MANAGEMENT HSEQ PROGRAM 2012

## Quality

- Maintain ISO 9001:2008 Quality standard accreditation status
- Ensure “up to date” organisational knowledge of rules and regulations for the petroleum industry
- All managers to carry out training and professional development of employees
- Improve work processes for new business opportunities

## Health, Safety and Environment (HSE)

- Maintain ISO 14001:2004 Environmental standard accreditation status
- Further develop system for identifying and managing risks on all levels
- Run 40hrs mandatory training - working environment act, section 3-5
- Run regular security inspections in order to assure Ross Offshore operate according to client confidentiality requirements.
- Ensure compliance with all authority requirements
- Improve lessons learned, both internally and across clients , from relevant audits and incidents
- Implement rules for information security
- Run HSE brief to first time visitors



**Frode Losnedal**  
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## Key Performance Indicators

| Quality  | Health  | Safety  | Environment   |
|--|---|---|---|
| <ul style="list-style-type: none"> <li>• 100% score AfC and AfD</li> <li>• Client satisfaction score &gt; 80%</li> </ul> | <ul style="list-style-type: none"> <li>• Sickness absence &lt; 3%</li> <li>• 0 Work related illness</li> <li>• (1-6 scale) goal =4 WES</li> </ul> | <ul style="list-style-type: none"> <li>• 0 serious incidents</li> <li>• H1 = 0 (LTI)</li> </ul> | <ul style="list-style-type: none"> <li>• 0 reportable discharge to sea</li> <li>• Air travel 20% reduction</li> <li>• Paper consumption 20% red.</li> </ul> |



# RESOURCE MANAGEMENT

## HSEQ PROGRAM 2012

### Quality

- Implement Corporate Values and Quality Policy
- Seek and act on client feedback, implement routine to that extent
- Improve lessons learned routines and systems
- Ensure training and professional development of employees
- Improve work processes in accordance with ISO 9001

### Health, Safety and Environment (HSE)

- Implement Corporate HSE Policy
- Establish objectives for minimum one significant environmental aspects
- Establish consultancy staff conversation scheme
- Host social events
- Implement office HSE rules
- Implement rules for information security
- Always run HSE brief to first time visitors



**June Sjuve**  
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### Key Performance Indicators

|   |   |  |   |
|---|---|--|---|
| <b>Quality</b> <ul style="list-style-type: none"><li>• Customer satisfaction score &gt; 80%</li></ul> | <b>Health</b> <ul style="list-style-type: none"><li>• Sickness absence &lt; 3%</li><li>• 0 Work related illness</li><li>• (1-6 scale) goal =4 WES</li></ul> | <b>Safety</b> <ul style="list-style-type: none"><li>• 0 serious incidents</li><li>• H1 = 0 (LTI)</li></ul> | <b>Environment</b> <ul style="list-style-type: none"><li>• Air travel 20% reduction</li><li>• Paper consumption 20% reduction</li></ul> |
|---|---|--|---|



# CCS & RESERVOIR MANAGEMENT

## HSEQ PROGRAM 2012

### Quality

- Implement Corporate Values and Quality Policy
- Seek and act on feedback from clients, implement routine to that extent
- Improve lessons learned routines and systems
- Ensure training and professional development of employees
- Improve work processes in accordance with ISO 9001

### Health, Safety and Environment (HSE)

- Implement Corporate HSE Policy
- Establish objectives for minimum one significant environmental aspects
- Establish consultancy staff conversation scheme
- Host social events
- Implement office HSE rules
- Implement rules for information security
- Always run HSE brief to first time visitors



**Jørgen L. Jørgensen**  
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### Key Performance Indicators

| Quality                             | Health   | Safety                                  | Environment                |
|-------------------------------------|--|---|----------------------------|
| • Customer satisfaction score > 80% | • Sickness absence < 3%<br>• 0 Work related illness<br>• (1-6 scale) goal =4 WES | • 0 serious incidents<br>• H1 = 0 (LTI) | • Air travel 20% reduction |



# SUPPLY CHAIN MANAGEMENT

## HSEQ PROGRAM 2012

### Quality

- Improve experience transfer between wells
- Develop and improve SCM, CMS procedures
- Prepare a status report on activities, including Synergi reports
- Meet specified customer requirements and ensure continuous customer satisfaction
- Focus on cost effective solutions of high quality
- Establishing routine for measurement, reporting, and evaluation of results

### Health, Safety and Environment (HSE)

- Plan operations with due consideration to environment to minimize fuel consumption and waste
- Participate in site visits, QHSE Audits and Inspections
- Identify and support a project with the potential to improve existing branch standards in an area of operation.
- Increase business risk understanding in SCM by focusing on training and culture



**Jarle Magne Vespestad**  
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### Key Performance Indicators

|  |  |   |  |
|--|--|---|--|
| <b>Quality</b> <ul style="list-style-type: none"><li>•80% of maximum score from customers satisfaction survey.</li><li>•Arrange a SCM seminar with suppliers</li></ul> | <b>Health</b> <ul style="list-style-type: none"><li>•Sickness absence &lt; 3%</li><li>•Zero work related absence</li></ul> | <b>Safety</b> <ul style="list-style-type: none"><li>•Zero lost time incidents</li></ul> | <b>Environment</b> <ul style="list-style-type: none"><li>•80% of vessel fixtures to be hybrid propulsion solutions</li><li>•Zero reportable discharge to sea</li></ul> |
|--|--|---|--|



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