

Health and Safety Policy Statement

Well Services Group will ensure, so far as is reasonably practicable, the health, safety and welfare of our employees while they are at work and of others who may be affected by their undertakings, and to comply with all relevant legislation.

To ensure the principles of health and safety are clearly understood throughout WSG, we are committed to:

- ensuring that there are arrangements in place for the effective planning, development, and review of this health and safety policy.
- ensuring that appropriate systems are developed and maintained for the effective communication of health and safety matters throughout the Well Services Group.
- protecting the safety and health of all employees within the Company by preventing work-related injuries, ill health, disease and incidents.
- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which WSG subscribe.
- ensuring that employees and their representatives are consulted and encouraged to actively participate in all elements of the Health & Safety Management System (HSMS).
- continually improving the performance of the HSMS.
- provide the necessary information, instruction and training to employees and others, including temporary employees to ensure their competence with respect to health & safety.
- devote the necessary resources in the form of finance, equipment, personnel and time to ensure the health & safety of employees. Expert help will be sought where the necessary skills are not available within the Company.
- liaise and work with all necessary persons to ensure health & safety and will also ensure that adequate arrangements are also in place for ensuring the health & safety of visitors.

The ultimate responsibility for Health & Safety within WSG lies with the Managing Director.

- The Director will annually review the Health & Safety policy for continued suitability and completeness.
- The Director will review, sign and date the Health & Safety Statement annually, and bring it to the attention of all employees and will remind them of their right to stop the job should any unsafe act be observed.

We recognise that safety is the responsibility of everyone and is not just a function of management. Employees will have specific duties and responsibilities to comply with the letter and spirit of the policy. Employees have specific responsibilities to take reasonable care of themselves and others that could be affected by their activities and to co-operate to achieve the standards required of them

WSG will, in consultation with our employees and their representatives, set out in writing a commitment to ensuring that our Health & safety policy will be:

- specific to the Company and appropriate to the nature of our activities.
- concise, clearly written, dated and made effective by the signature of the Director.
- communicated and readily accessible to all persons at their place of work.
- reviewed for continuing suitability; and
- made available to relevant external interested parties, as appropriate.

Signed  Gareth Turner - Well Services Group Managing Director

Date: 24th January 2021

Review Date: 24th January 2022