



HEALTH AND SAFETY POLICY

Policy

Tempco Drilling Company and all of its divisions shall conduct all work while maintaining sound practices and procedures by adhering to this Health and Safety Policy. We view safety as an integral part of our operations and will strive to protect our employees, contractors, clients, property, the environment, and the public during any course of our operations. We will strive to comply with applicable laws and regulations and adhere to the intent of applicable industry guidelines, practices and procedures.

HSE Goals 2015/2016

Our company will strive to ZERO incidents always: to meet this goal, we have set specific targets and monitoring in place to achieve this. To support our health and safety program, our company has identified three goals that are specific to all elements of our HSE Program.

- People – Have all Motorhands, Derrickhands, and Drillers enrolled in the Rig Tech Apprenticeship Training Program
- Equipment – Ensure all affected employees receive training in the critical hazards and safe operating procedures for the newly purchased equipment.
- Process – Have set HSE goals and achieve them throughout the year.

Responsibility

Senior management has the responsibility of providing the necessary resources for implementing this HSE Program. This includes (but not limited to) an appropriate budget for safety equipment and resources, HSE training for employees, and the appointment of a safety representative.

Management and supervisors are also responsible for identifying safety needs, communicating safety hazards, investigating hazardous conditions and accidents, supplying or wearing appropriate safety and personal protective equipment, and ensuring all equipment is maintained and meets legislated safety standards.

It is the duty and responsibility of each employee, contractor, visitor, agent and affiliate to ensure that each of Tempco Drilling's business activities is carried out in a manner consistent with this Health and Safety Policy.

Accountability

Our company, and all of its members, shall be held accountable to our actions. Employees, contractors, and subcontractors who knowingly violate safety rules may face disciplinary action, dismissal, or legal action.

Training

We will ensure that our employees have a clear understanding of their responsibilities and are competent to perform their assigned tasks by providing the appropriate training and education.

We will also provide the appropriate training to all supervisors to ensure they are able to fulfil their HSE responsibilities within this program.

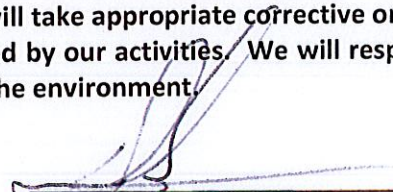
Planning & Consultation

We will assess the potential effects of our projects and operations, and plan our activities to prevent or reduce risks to the health and safety of our workers, the public at large, and the environment.

We will consult with relevant stakeholders, including the public and governmental bodies, to enhance communication and understanding and to respond to concerns in respect of our activities.

Corrective & Emergency Action

We will take appropriate corrective or mitigating action to promptly and effectively address health and safety impacts caused by our activities. We will respond immediately to emergencies in order to protect the public, our employees and the environment.


GENERAL MANAGER

4/23/15
DATE