

OUR STANDARDS

**WE ALL MAKE
A DIFFERENCE**



Service Quality

| Health & Safety

| Environment



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QHSE Policy

Where we express our goals and objectives based around 4 key commitments:



Personal
Responsibility



Zero
Incidents



Customer
Satisfaction



Sustainable

Our Standards

Clarity on key standards to ensure a safe, sustainable and first-time quality operation: Clear, Simple, Task-based & Actionable.

We All Make a Difference

The ongoing initiative that brings everything together. We work directly with our employees across all regions to tell their QHSE stories.

We All Make a Difference builds
culture, engagement and ownership.



Our licence to operate

At Altus Intervention, we operate to a common high standard across all 4 regions with respect to Quality, Health, Safety and the Environment; we define this as our 'Licence to Operate', which underpins our QHSE programme. That is, for us to both operate with minimal impact and succeed as a business, we recognise that we must do so in a safe, efficient and socially-aware manner.

We All Make A Difference

We have a professional and respected mindset, well-defined processes and have established a culture that takes pride in 'the way we do things around here'.

Although this booklet focuses on some core topics and standards, the fundamental message is simple: the personal choices we make individually and together define not only whether or not we return home safely to our families, but also the success of our business.

We all make a difference.

Åge Landro, CEO



Our Policy on Stop Work Authority

Every employee and contractor working for and on behalf of Altus Intervention has the authority and responsibility to stop work when an unsafe condition or act could result in an undesirable event.

Stop Work Authority shall be exercised without repercussions and with the support of Altus Intervention management.





**WE ALL MAKE
A DIFFERENCE**

STOP WORK AUTHORITY



**DON'T
IGNORE
THE RISKS**

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HAS SOMETHING CHANGED?

**MAKE SURE
EVERYONE'S
IN THE KNOW.**



MANAGEMENT OF CHANGE

- 1** Always remain alert to changes, and stop to consider the impact of the change, however minor.
- 2** Have I obtained the relevant management/client approval for all major changes?
- 3** Have the changes been risk-assessed and communicated to all personnel involved?



SURE YOU'RE UP TO IT?

**LET'S ALL GO
HOME HAPPY
AND HEALTHY.**



FIT FOR WORK

- 1** Is the scope of work clearly defined, authorised and communicated to all those involved?
- 2** Do I have the necessary knowledge, skills and behaviours to safely complete the required task(s)?
- 3** Am I physically and mentally fit to perform the work?
- 4** Work shall stop to assess any planned or unplanned changes to assure the right control measures are in place.
- 5** I understand my obligation to stop work when an unsafe condition or act could result in an undesirable event.



RISK MANAGEMENT

TAKE THE TIME
TO MAKE
SURE IT'S FINE

WE ALL MAKE
A DIFFERENCE

Leader's responsibilities:

Team tasks:

1

Understand the task

- Define the target
- Split task into subtasks
- Identify subtask risks

2

Identify requirements

- Locate procedures and guidelines
- Understand how requirements will reduce the risks
- Implement requirements

3

Manage risk

- Check that requirements cover all identified risks
- Find actions to reduce residual risk
- Establish plan with roles and responsibilities

4

Execution

- Execute tasks according to the plan
- STOP on a regular basis
- Look for and evaluate changes

5

Evaluate results

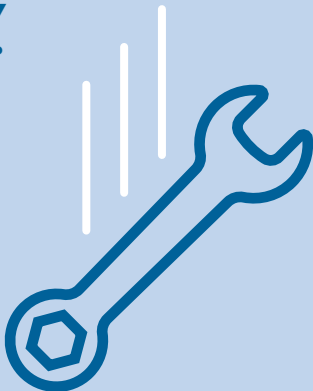
- Assess task execution and results
- Define key learning points
- Ensure experience transfer



100% **HSE**

HEY, HEADS UP!

**DROPPED
OBJECTS,
BEWARE.**



DROPPED OBJECTS

- 1** Have I checked all equipment and the surrounding work environment for potential dropped objects prior to starting work?
- 2** Are barriers placed in areas below to prevent others working in areas where there is a risk of dropped objects?
- 3** Is secondary retention in place for all tools used at height above the work area?

HEAD IN THE CLOUDS?

WORKING
AT HEIGHT,
THINK ON.



WORK AT HEIGHT

- 1 Avoid:** carry out as much work as possible at ground level.
- 2 Prevent:** implement fall prevention measures such as fixed and mobile work platforms, guardrails etc.
- 3 Reduce:** use personal protective equipment such as fall arrest equipment that ensures continuous tie off and is anchored to an approved structure that limit falls to 1.8m (6ft) or less.

Also consider:

- Be familiar of what fall protection equipment to use and how to use it - inspect all equipment and accessories before use.
- Consider the impact of those below potential dropped objects when working at height.

CAN YOU HANDLE IT?

**SAFETY IS
IN YOUR
HANDS.**



LIFTING & HANDLING

- 1** Is the lift properly planned with all risks assessed and controlled?
- 2** Has the lifting equipment and accessories been certified for use and visually inspected prior to use?
- 3** Never stand under a suspended load! Have I ensured that all personnel are kept clear of the lift path and identified drop zone?
- 4** Have I used the correct manual handling techniques when lifting & handling equipment and sought assistance for heavier/bulky items?
- 5** Are my hands and fingers at risk?
 - Adopt a 'hands-off' approach where practicable
 - Identify any trap/pinch/cut hazards
 - Ensure correct hand placement
 - Select glove type according to the task

BETTER BUCKLE UP!

**STAY FOCUSED ON
THE STANDARDS FOR
A SMOOTH JOURNEY.**



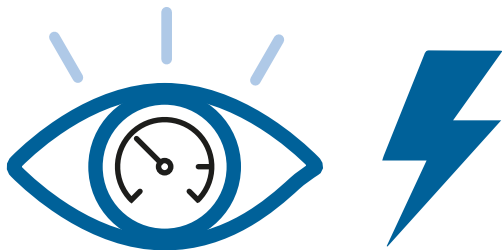
DRIVING

- 1 Is the journey necessary and am I fit-to-drive?
- 2 Have I buckled-up? All drivers and passengers are required to wear a seat belt at all times.
- 3 The use of cell phones is prohibited – pull over in a safe place to make or receive calls.
- 4 Have I ensured that any luggage/cargo is loaded correctly and securely tied down?



FEELING THE PRESSURE?

STICK TO THE STANDARDS AND STAY IN THE SAFE ZONE.



PRESSURE & ELECTRICITY

- 1 Identify:** Pressurised and electrical systems are identified, and their status and condition is verified and known to the team prior to commencing any work.
- 2 Condition:** I have checked that all equipment and ancillaries are inspected and tested.
- 3 Respect the barriers:** The task is assessed for the potential release of stored energy, with hazard(s) barriered-off, isolated or grounded accordingly.



THINK GREEN!



ENVIRONMENT

- 1** Have I minimised waste by following the waste hierarchy: reduce, reuse, recycle?
- 2** Has my energy consumption been limited by switching off lights and I.T equipment when not in use?
- 3** Are oils and/or chemicals stored responsibly in suitable containers, correctly labelled and in secondary containment where appropriate?
- 4** Have I considered the controls needed to mitigate any leaks or spills should any occur?

LIFE SAVING RULES

INDUSTRY-STANDARD ACTIONS TO PREVENT FATAL INJURIES DURING HIGHER-RISK ACTIVITIES.

Altus Intervention also recognises the IOGP 'Life-Saving Rules as complimentary to our more specific internal standards

For more information, scan the QR code or visit:

- iogp.org/life-savingrules
- go.altusintervention.com/qhse-life-saving-rules



The Life-Saving Rules were implemented by the IOGP (International Association of Oil & Gas Producers) to provide workers in the industry with the actions they can take to protect themselves and their colleagues from fatalities. The aim is to improve the level of standardisation across the global oil and gas industry.



Bypassing
Safety Controls



Confined Space



Driving



Energy Isolation



Hot Work



Line of Fire



Safe
Mechanical Lifting



Work Authorisation



Working at
Height

A full-page photograph of a male worker in the foreground, wearing a white hard hat with the 'ALTUS Intervention' logo, sunglasses, a grey button-down shirt with 'John' and the 'ALTUS' logo on the chest, and blue jeans. He is holding a large metal pipe with a yellow and black safety glove. In the background, there is a large white industrial vehicle with a crane-like structure, and another worker is visible near a trailer. The scene is set in a dry, open field under a clear blue sky.

**SAFETY BY
CHOICE, NOT
BY CHANCE.**



FIRST
TIME **QUALITY**

LET'S FIX IT

MAKE SURE EVERYTHING IS IN ORDER



MAINTENANCE

Although the process most distanced from the well, thorough planned preventative maintenance of all equipment can make the difference between a successful job or a failed run.

From the smallest O-ring on a tractor to an engine rebuild on a pump unit all the details matter.

- 1** Our equipment is always evolving – always refer to the latest service procedures to ensure the correct steps
- 2** All professionals use checklists! They are there to help you – complete them as you work and you'll not forget any key steps
- 3** Keep documented records – important for traceability and for planning future maintenance tasks

PLAN FOR SUCCESS

**TAKE THE TIME TO
CONSIDER THE DETAILS**



PLANNING

Criticality assessment and peer review during the planning phase is essential to ensure capability and capacity, alignment with customer requirements, and the correct equipment/method selection.

- 1** Understand customer needs & expectations. Make sure you have documented customer requirements
- 2** Planning can be complex – use job criticality to determine the risk profile and any additional controls, and peer review to verify plans & methodology are aligned with available capacity and the customer's programme

**WE ALL MAKE
A DIFFERENCE**

GET MOVING

RE-CHECK TO MAKE SURE IT'S CORRECT



MOBILISATION

Many hours of downtime and reputational impact has resulted from incorrect or missing items at the load-out phase.

As the last checkpoint prior to mobilisation, check and verify everything is present and correct including any ancillaries such as lifting equipment & accessories, certification etc.

Verify the following:

- 1** All required items are present and correct according to the shipment or load-out list/manifest
- 2** Any required certifications are valid and available (e.g. lifting certs)
- 3** Equipment is packed/loaded securely to avoid loss or damage during transportation

YOUR MOMENT OF INFLUENCE

DRIVE CULTURE, ENGAGEMENT & AWARENESS



PRE-JOB COMMUNICATIONS

Holding pre-job meetings is perhaps one of the most valuable steps in a job lifecycle – it is the last opportunity to discuss together as a team the job objectives, principal risks, key safety critical steps and any past learnings – it is your moment of influence, make it count.

- 1** Invite all relevant parties to the discussion – this may include the customer and/or third parties where applicable
- 2** Keep it succinct – focus on a shared understanding of the key operational hazards, risks and mitigating controls
- 3** Always make reference back to our We All Make a Difference initiative – leave a lasting message on expectations and responsibilities prior to the meeting closeout.

SERVICE EXECUTION

TRUST, BUT VERIFY



ON THE JOB

During operations is when we are most at risk of distractions, slipping into habits and making assumptions.

It is important that we 'trust, but verify' the condition and status of equipment, and the actions of our colleagues to ensure not only their safety but the job goes smoothly and to plan.

- 1** Stay focused on the programme – stop if you detect any 'drift' from the procedures, remember Management of Change
- 2** Stop Work Authority applies equally to quality as well as safety – it is better to take extra time to check, verify or resolve something rather than taking the risk and continuing. You have the support of Altus management.
- 3** Look out for each other – it's OK to check and verify each other's action. We work together as a team to safely deliver First Time Quality.

POST JOB

KNOWLEDGE IS POWER



POST JOB REVIEW

There are always things to learn and feed back into our process, procedures and methodology even after successful jobs – what went well? What can be done better, safer, more efficiently?

- 1** Make the time! It's easy to move onto the next job, but take the time to schedule routines to gather operational feedback
- 2** Document your findings – this makes it easier to share learnings and improve our systems, processes & procedures and our equipment & technologies.
- 3** Share your stories! Let us know your best practices through internal social media channels e.g. Yammer

altusintervention.com/weallmakeadifference