



Digby Wells Group Health and Safety Policy

The Digby Wells Group values the people that work for it. We are committed to ensuring that every person in our employ, our associates and contractors are provided with a healthy and safe working environment which is central to the advancement of our Company's vision and mission. We believe that a positive health and safety culture where everyone is aware of their responsibilities to ensure the health and safety of themselves and others around them is imperative for the effective implementation of the Health and Safety Management System.

To this effect, we will endeavor to:

- Implement, document, maintain and continuously improve the Health and Safety Management System;
- Set out clear responsibilities for the implementation of health and safety in our places of work, be they in the field or in the office;
- Ensure that hazards and risks are identified and assessed and suitable mitigation measures put in place to avoid risks;
- Provide sufficient resources and training for our staff to ensure that everyone is aware of their responsibilities and competent to fulfil the health and safety requirements for themselves, their colleague's and the Digby Wells Group;
- Promptly investigate workplace and field incidents;
- Measure, monitor and review health and safety performance by the responsible persons as specified in the HIRA procedure;
- Comply with the relevant health and safety legislation in all of the countries that we operate and any other applicable legislation and safety standards;
- Comply with human rights legislation and international best practice standards with regard to health and safety in the workplace;
- Involve, consult and communicate with all staff, clients, contractors on health and safety; and
- Ensure that our actions do not endanger the health and safety of the communities we work in.

This policy is displayed in all Digby Wells offices, on our website www.digbywells.com and is available on request.

Graham Trusler

CEO

Rev. 002_2021/01