

## HEALTH & SAFETY POLICY

Jameson Oil Tools recognizes that good Health and Safety can significantly contribute to our business success. Therefore, JOT is committed to minimizing risks and ensuring that practical and effective measures are in place to protect our workforce, clients, contractors, suppliers, public, and other key stakeholders associated with our operation to provide safe equipment and services to the oilfield industry and to comply with the relevant legislations.

JOT believes its workforce is its most valuable asset and is committed to achieving high standards of safety and health in the workplace by:

- Ensuring that all staff has a clear understanding of their duty of care and their responsibilities in respect to the provision and maintenance of a safe working environment.
- Recognizing the importance of the involvement and commitment of every employee in the application of this policy. Employees at all levels are fully responsible and held accountable for their health and safety performance.
- Ensuring safe systems of work are developed, documented, and communicated to all employees.
- Ensuring hazards are identified, assessed, and controlled. Seeks to avoid harm to health, injury to health and damage to property from its operation through effective risk management process.
- Ensuring clear lines of communication and consultation between management and the workforce are maintained.
- Ensuring that applicable legal or statutory requirements, approved Industry Codes of Practice and business requirements are always adhered.
- Providing workplace induction to all employees, visitors and contractor's onsite and ongoing health and safety training as required.
- Striving for continual improvement in health and safety performance by setting measurable health and safety Key Performance Indicators or objectives.
- Provide all staff the empowerment to STOP any activity if it is believed to be unsafe.

The management of Jameson Oil Tools demonstrates their commitment to the development of a safe and healthy workplace environment by:

- Providing the resources needed to meet the health and safety objectives.
- Involving the workforce in consultation, training, and communication process.
- Maintain an effective management system to enable monitoring and review of our business-related risks.
- Implementing health and safety initiatives that will lead to company's continual improvement and prevention of any health and safety injuries / risks.

We firmly believe that this commitment adds value to our customers, employees and shareholders and this policy is communicated to all staff and will be subject to periodic review to ensure its effectiveness.

**Safety is everyone's responsibility.**



Managing Director

Date: 26 FEB 2024

**UNCONTROLLED WHEN PRINTED**