



EXCEED

Leading Energy Transformation

DOCUMENT	HEALTH & SAFETY POLICY STATEMENT
LEVEL	POLICY STATEMENT
DOCUMENT No.	EXCEED-PS-CP-002
REVISION	8
DATE	20.05.2025

APPROVAL & ISSUE SUMMARY

Document Approval

EXCEED				
	TITLE	NAME	SIGNATURE	DATE
Author:	QHSE Manager	Mike Wright	<i>Mike Wright</i>	May 21, 2025
Reviewed By:	Head of Well Management	Al Brockie	<i>Al Brockie</i>	May 21, 2025
Approved By:	Managing Director	Ian Mills	<i>Ian Mills</i>	Jun 13, 2025

Issue Summary

Issue Number	Date	Description of Revision or Amendment
0	22.09.2011	IFU (issued for use)
1	09.01.2015	Revised
2	06.05.2015	Re-branded
3	26.10.2015	Re-formatted – policies split into separate documents
4	21.04.2016	Document re-numbering project
5	25.07.2017	IM job title amended to MD
6	29.07.2019	Document template update
7	30.05.2022	Document update
8	20.05.2025	3-year review and update

Electronic copies of this document are maintained within the Exceed Management System for access by relevant personnel.

DOCUMENT	HEALTH & SAFETY POLICY STATEMENT
DOCUMENT No.	EXCEED-PS-CP-002
REVISION	8
DATE	20.05.2025

TABLE OF CONTENTS

1 Health and Safety Policy4

Confidential - Exceed
Proprietary Information

1 HEALTH AND SAFETY POLICY

Exceed is committed to developing and maintaining a premier health and safety culture for all parties associated with the Company and its operations. The provision of a superior health and safety culture is a core company value of equal importance to environmental protection, operational efficiency, and profitability. **In case of conflict, safety will always come first.**

Application of the above will help us to achieve zero accidents and a healthy workforce, which will benefit ourselves, our clients, and the communities in which we work. No job is so important that we will take uncontrolled risks, and all accidents are considered unacceptable.

Exceed affirms its commitment to the following:

- An Injury Free Workplace will be achieved.
- Comply with all applicable laws, at home and in the countries where we operate.
- Management will be actively involved and commit sufficient financial and other resources necessary for quality health and safety performance. **Safety happens by choice, not by chance.**
- Line Manager/Supervisors will maintain the health and safety of all personnel as they direct work and other related activity. In the event of a real or apparent safety related conflict with operations, health and safety will always take priority. **Safety shall never be sacrificed for expediency.**
- Recognise society's concerns and work in partnership with local communities for mutual benefit.
- Systematically identify, assess, and control all possible safety and health risks in our work.
- All employees have a responsibility to eliminate at risk behaviour in themselves and others. This includes the obligation to "STOP THE JOB" during any perceived unsafe operation.
- Employees participate fully in all health and safety arrangements and all suggestions for improving standards of performance are actively encouraged
- Monitor H&S performance and strive for continuous improvement.

The Company will strive to ensure that:

- Health and Safety is promoted within, and external to, the organization.
- Safe systems of work are identified and adopted.
- Compliance with all applicable regulatory requirements is maintained.
- Appropriate levels of risk assessment will be applied to all activities.
- Employees are made aware of potential hazards and the necessary precautions to be taken through the communication of information, instruction, training, and supervision.
- The immediate and root cause of incidents (actual and potential) are identified and communicated to prevent reoccurrence.

This policy will be continuously reviewed and revised as necessary to ensure it remains effective.



20th May 2025

Ian Mills, Managing Director



EXCEED

Leading Energy Transformation

EXCEED-PS-CP-002 - Exceed Heath & Safety Policy Statement rev8

Final Audit Report

2025-06-13

Created:	2025-05-21
By:	Sarah Humphries (humphries.s@xcd.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAkmF55Ck-xBCBbBmkuBrRAForhOzpiALT

"EXCEED-PS-CP-002 - Exceed Heath & Safety Policy Statement rev8" History

-  Document created by Sarah Humphries (humphries.s@xcd.com)
2025-05-21 - 1:02:46 PM GMT
-  Document emailed to Mike Wright (wright.m@xcd.com) for signature
2025-05-21 - 1:04:06 PM GMT
-  Email viewed by Mike Wright (wright.m@xcd.com)
2025-05-21 - 1:08:52 PM GMT
-  Document e-signed by Mike Wright (wright.m@xcd.com)
Signature Date: 2025-05-21 - 1:09:01 PM GMT - Time Source: server
-  Document emailed to Al Brockie (brockie.a@xcd.com) for signature
2025-05-21 - 1:09:03 PM GMT
-  Email viewed by Al Brockie (brockie.a@xcd.com)
2025-05-21 - 5:33:23 PM GMT
-  Document e-signed by Al Brockie (brockie.a@xcd.com)
Signature Date: 2025-05-21 - 5:33:35 PM GMT - Time Source: server
-  Document emailed to Ian Mills (mills.i@xcd.com) for signature
2025-05-21 - 5:33:36 PM GMT
-  Email viewed by Ian Mills (mills.i@xcd.com)
2025-06-13 - 10:19:55 AM GMT
-  New document URL requested by Ian Mills (mills.i@xcd.com)
2025-06-13 - 10:19:59 AM GMT

 New document URL requested by Ian Mills (mills.i@xcd.com)
2025-06-13 - 10:21:09 AM GMT

 New document URL requested by Ian Mills (mills.i@xcd.com)
2025-06-13 - 10:22:57 AM GMT

 Document e-signed by Ian Mills (mills.i@xcd.com)
Signature Date: 2025-06-13 - 10:24:37 AM GMT - Time Source: server

 Agreement completed.
2025-06-13 - 10:24:37 AM GMT

Confidential - Exceed
Proprietary Information