

Our 10 Fundamentals

- 1 All injuries, occupational illnesses, and HSE events can be prevented.
- 2 Health, Safety, and the Environment are part of every decision we make.
- 3 Working safely, with respect for health and the environment is a condition of employment.
- 4 People are the most important element of the HSE program.
- 5 Leadership is responsible for HSE implementation.
- 6 Everyone is expected to identify, assess and control operational hazards/risks.
- 7 Everyone must maintain the necessary skills to work safely and protect the environment.
- 8 We seek to continuously improve our operational and HSE performance.
- 9 We investigate all unplanned events and share the learnings across the organization.
- 10 Everyone has the authority and responsibility to stop unsafe work.

The safety of our people is our obsession



Fundamental 1

All injuries, occupational illnesses, and HSE events can be prevented



1

We are committed to the prevention of all injuries and illnesses and adverse environmental impact

2

Leadership actively promotes a culture of learning and continuous improvement

3

We actively review our processes and operations to identify workplace risks and provide tools to eliminate those risks

4

Leaders and front-line managers embrace and accept this principle without exception

The safety of our people is our obsession

Fundamental 2

Health, Safety, and the Environment are part of every decision we make



1

We believe that all operating exposures that may result in injuries or illnesses or environmental releases can be controlled

2

We believe that no matter the exposure, effective safeguards can be provided

3

Management regards safety as a priority over production, quality, and cost control

The safety of our people is our obsession

Fundamental 3

Working safely, with respect for health and the environment is a condition of employment



1

We believe responsibility for one's safety and health is required by all site personnel from their first day on the job

2

Each site person understands that he or she has a responsibility for working safely and to prevent pollution

The safety of our people is our obsession

Fundamental 4

People are the most important element of the HSE program



1

Our success in safety depends on all employees:

- Actively participating in HSE training and HSE meetings
- Identifying and alerting leaders to potential risks of the jobs
- Following procedure

2

We actively demonstrate a real concern for each other, and this mutual care is a key part of a solid HSE program

The safety of our people is our obsession

Fundamental 5

Leadership is responsible for HSE implementation



1

Leadership defines the HSE goals and expected performance for themselves and our entire organization

2

We believe HSE management requires active leadership and visible involvement

3

Line-management is responsible for the safety, health of the employees and protecting the environment and this responsibility cannot be delegated away

The safety of our people is our obsession

Fundamental 6

Everyone is expected to identify, assess and control operational hazards/risks



1

Sites must review and proactively manage their operational hazards

2

We manage risk in accordance with the hierarchy of controls

3

Regular, periodic communication of job risks and their controls is key to preventing injuries and environmental events

4

We believe in proactively sharing best practice control measures

5

We are proactive in managing operational and organizational change and the risks that they present

The safety of our people is our obsession

Fundamental 7

Everyone must maintain the necessary skills to work safely and protect the environment



1

- Our management and supervisory teams:
- Clearly define competencies required to fulfill the duties of each job
 - Are responsible to build skills and continuously improve worker skills

2

We actively assess the competencies of both our own personnel and that of contractors

3

We only have two types of work: That covered by a Standard Procedure and that covered by a job hazard analysis

4

We provide effective training and coaching in those procedures so personnel can perform their assigned jobs in a safe and environmentally responsible manner

The safety of our people is our obsession

Fundamental 8

We seek to continuously improve our operational and HSE performance



1

We ensure that we have regular structured confirmation that our facilities are being operated in accordance with our permit to operate

2

We assess continuously our performance against HSE objectives, our compliance obligations and external benchmarks

3

We confirm the effectiveness of our management systems and their ability to meet our HSE objectives

4

We focus on regimented auditing of our processes safety risk mitigations using industry-standard tools

The safety of our people is our obsession

Fundamental 9

We investigate all unplanned events and share the learnings across the organization



1

Our teams report all events (incidents, accidents and process) including near misses

2

We always gather and use evidence to investigate

3

Our investigations uncover causal factors as keys to mitigating recurrence

4

We develop and implement actions to prevent recurrence based on our investigation

5

Leadership reviews internal and external events and shares lessons learned to ensure similar nonconformities cannot occur elsewhere

The safety of our people is our obsession

Fundamental 10

Everyone has the authority and responsibility to stop unsafe work



1

Our site leadership is responsible for empowering employees and contractors to take ownership for HSE

2

Everyone on our sites has a clear understanding of their HSE duties and responsibilities to care for themselves and their fellow workers

3

Our people conduct their work with an approach that includes preventing and/or correcting harmful behaviors or work conditions

4

Anyone in our site can stop work without retribution when HSE related risks are not adequately addressed or if the job conflicts with our principles

The safety of our people is our obsession