

## **EXHIBIT - ADDITIONAL OFFSHORE HSE REQUIREMENTS**

As a condition of working offshore on a Company Installation or Marine Vessel, contractors are expected to meet the following standards of safety. Failure by Contractor or its Representatives to comply may be sufficient to invoke suspension of the Work pursuant to the Agreement.

Additionally, all Personnel must be having valid medical certificates and be adequately trained for Offshore Safety and Survival as detailed herein.

While engaged in Work for Company all Marine Vessels are considered to be Company Installations for which the SAFETY REQUIREMENTS outlined below apply.

### **Medical Certificates**

All Personnel shall have current medical certificates confirming their fitness to work offshore in compliance with the requirements of the competent regulatory authorities and otherwise in accordance the UKOOA "Recommended General Medical Standards of Fitness for Designated Offshore Employees, UKCS".

### **Health and Safety at Work Act**

Under the Health and Safety at Work Act 1974 and Mineral Workings (Offshore Installations) Act, employers are required to comply with all relevant statutory requirements for the health, safety and welfare of their employees, and to ensure that their employees are made aware of the risks faced and necessary precautions to be taken in the handling of any harmful or dangerous material.

An employee is similarly expected to take care for his own safety and that of others, and to co-operate with his employer in complying with the Act.

### **Security**

Contractors must provide the following documentation/ information for all their Personnel visiting offshore locations

1. Employer's Insurance Liability Certificate.
2. Full name.
3. Permanent address.
4. Telephone numbers, including Emergency Telephone Contact Number.
5. Job Title/ Description.
6. Date of Birth.
7. Next of Kin/ Relationship.
8. Current Offshore Survival Certificate.
9. Medical Certificate.

Persons either departing for, or arriving from, offshore may be subject to a customs and security search.

### **Passports**

Personnel must be in possession of a current and valid passport and a form of identity issued by their employers when reporting to the Vessel/ Heliport.

### **Helicopters**

The following general rules apply when using helicopters:-

1. All personnel travelling offshore by helicopter must watch a Helicopter Passenger Briefing Video within 24 hours prior to embarking the aircraft.
2. All passengers must wear survival suits supplied by Contractor, that meet current UK Civil Aviation Authority or Norwegian OLF requirements as appropriate, during flight.

3. Passengers must not approach, embark or disembark unless the pilot has indicated that it is safe to do so.
4. Do not step on skids or floats, but use step as indicated.
5. No hand held items are allowed. Reading material and other such items should be secured inside the survival suit.
6. Lighters/ matches must not be taken on to the helicopter and smoking is not allowed at any time during the flight.
7. Life jackets and rebreather units must be worn at all times whilst in transit.
8. Seat belts must remain fastened during flight, and not be unfastened until the pilot or cabin attendant has indicated that it is safe to do so.
9. Passengers must obey the directions of the Helicopter Landing Officer or ground crew. There are safety approach segments for each type of helicopter, which must be used. Never walk around the rear end of a helicopter.
10. Do not attempt to load or off load freight or baggage. This will be attended to by trained handlers.
11. Passengers carrying work knives should where possible have these locked and in a suitable container. Likewise any sharp tools must be retained in a protective container to prevent injury to baggage handlers and security.

While travelling in helicopters, personnel are under the immediate control of the captain of the aircraft. All instructions issued by him or the cabin attendant are to be followed.

All personnel travelling offshore by helicopter must use a soft hold all for personal possessions; plastic bags are not permitted. All luggage should be stowed in the hold; no hand luggage is permitted in the seated section of the aircraft. Freight in excess of 25 lbs must be weighed and manifested and comply with the necessary customs documentation.

Some types of hazardous materials, such as explosives and flammable or corrosive substances, cannot be carried in helicopters. If there is any uncertainty about items being carried, the heliport staff should be advised. Advance notice is required if substances of this kind are to be transported offshore. All 'dangerous goods' must be properly packed, and manifested in accordance with IATA Dangerous Goods by Air Regulation, latest edition.

### **Personnel Movements**

A record of all personnel movements is maintained offshore. Upon arrival at any Company Installation or vessel, personnel must report to the arrival lounge or Bridge Watch. Personnel must not proceed to any other part of the Installation or vessel until their arrival has been recorded and they have received a full safety induction including Installation or vessel orientation, the position of life saving appliances, and emergency procedures.

### **Protective Equipment**

Contractors shall provide their Personnel with all the personal protective equipment required whilst working on Company Installations or marine vessels.

In particular, this will include hard hats, "Nomex III" or equivalent flame retardant coveralls, eye protection, and protective footwear, which must be worn at all, times when on deck. Ear protection must also be worn in designated areas.

### **Alarms**

Upon hearing the vessel/installation alarm, personnel must follow the emergency procedure (as per their induction/training) and make their way to the designated muster point where further information and instruction will be given.

### **Permission to Work**

Permission must be obtained from the Company Representative and the OIM or Vessel Master before any work commences.

### General Work on Vessel / Installation

On the vessel / installation or within the 500 meters zone a Work Permit issued by the OIM / vessel master may be needed depending on the nature of the activity (most work is covered by the Permit to Work system).

### Hot Work on Vessel / Installation

Hot work will require specific permission / PTW and entails special precautions and controls.

### Diving

Permission must be obtained and a work permit issued by the OIM/Vessel master before any diving operation can commence.

### **Lifting Apparatus**

All items of lifting equipment shall have been tested and certified and a copy of the in date certification must be available on the Installation or Vessel for inspection.

Persons are not to give operating signals to a crane driver or winch operator unless they have been authorised to do so, have been trained to do so, and have agreed the signals with the driver or operator prior to the lift taking place.

Loads are not to be slung unless their weight has been ascertained beforehand.

### **Safety Harnesses**

Personnel are not allowed to work on overhead masts, spars or frames or to work on the stern or over the side without the permission of the Company Representative and the Vessel Master. Persons so engaged must use safety harnesses and lines.

Personnel working on an installation must adhere to the Company procedures with regard to working at height and/or overboard.

Harnesses, belts and rope will be checked daily for defects and inspections documented in the Vessel Safety Log.

### **Life Jackets**

DTI-approved Life Jackets must be worn whilst working over the side, and whenever there is a risk of personnel falling into the sea. In these circumstances, there must always be a minimum of two men present.

### **Hazardous Materials/ Substances**

Prior permission must be obtained before any hazardous materials are transported to a Company Installation. Any application for permission to send chemicals offshore must be accompanied by a Material Safety Data Sheet for checking against approved chemicals list. Any chemical not already approved for use on Company Installations will be subject to a COSHH Task Assessment prior to being accepted for use. This will be conducted by the installation COSHH Coordinator.

### **Radio-active Materials**

Company local rules for radio-active sources must be adhered to at all times, this includes:

Prior permission of the Company Representative and the Vessel Master is required before shipping any radioactive material to the Company Installation. The company responsible for the radioactive material is to comply with the current Ionizing Radiations Regulations 1985 (in force January 1986) and relevant codes of practice for site radiography.

## **Explosives**

Explosives are not to be taken offshore without prior permission in writing from Company.

## **Electrical Equipment**

Electrical equipment shall be certified for use in hazardous areas and comply with BASEEFA requirements. In addition, electrical equipment used offshore must be of sound construction and have been maintained in a safe condition. All Contractor's equipment shall be checked by it for safety prior to transport to Company Installations. All electrical equipment shall regularly be inspected for safety while offshore by Contractor: defective equipment shall be withdrawn from service and either repaired offshore or returned onshore.

All portable single phase electrical equipment is to be fitted with Reyrolle three pin plugs and sockets in order to comply with Company standards. Three phase heavy duty systems are fed from Brown Boveri outlets.

All portable electrical equipment must be disconnected from the supply when left unattended, whatever the reason.

## **Abrasive Wheels**

Only Company authorised and certified personnel or Company approved Contractor personnel, may dress, change or adjust abrasive wheels on fixed or portable equipment. The names of all approved/certified personnel must be entered in the Installation's/ Vessel's "Abrasive Wheels Register".

Appropriate eye protection must be worn at all times.

## **Welding and Flame Cutting**

Permission must be obtained from the Company Representative and the Vessel Master for each individual welding and cutting job, and be renewed at the start of each working day or period. A Hot Work Permit will be required before commencing work. When welding or flame cutting, the following precautions must be observed:

1. Any combustible materials must be removed from the working area. If they cannot be entirely removed, they should be protected by a fire blanket.
2. Gas cylinders are to be protected from falling sparks.
3. Fire watchers must be present at all times and they should have fire extinguishers immediately to hand.
4. When electric welding is being carried out, the earth returns are to be coupled direct to the equipment being welded and to an independent earth. They are not to be connected to pipelines or other metal structures unless these are specifically earthed in the vicinity.
5. When not in use, electrical welding plants are to be disconnected from the mains supply. Gas and oxygen supply cylinders must be turned off at the cylinder valves and the pressure in the hoses relieved to atmosphere.
6. On completion of work, a thorough inspection of the work area and adjacent structures is to be conducted for evidence of fire before leaving.
7. The Company Representative, PTW Responsible Person and the Vessel Master must be informed when the welding and cutting has been completed.

## **Grit Blasting**

Grit blasting shall be conducted in accordance with the Blasting, Castings, and other Articles Special Regulations 1949, Number 2225. A Work Permit may be required before commencing work.

## **Housekeeping**

All work areas are to be kept clear of scrap materials and accumulations of rubbish. These are to be segregated and placed in containers provided. All work areas must be cleared up at the end of each working day. No rubbish must be dumped overboard.

If decking or hatches have to be removed for any reason, the area is to be roped off and warning signs displayed.

## **Removal of Decking or Hatches**

If decking or hatches have to be removed for any reason, this will be done only with the approval of the OIM/Vessel Master, and will be done under the control of the PTW System. The following safety precautions will be put in place as a minimum.

Fixed barriers will be put in place preventing any access or risk of fall within the area.

British Standard signage will identify the risk and will be clear from all sides of the barrier

Where the removal is for longer than a working shift the decking will be replaced or an engineered deck hatch will be placed in the hole before end of shift (unless a suitable temporary scaffold access has been put in place to mitigate the fall risk).

## **Accidents and Injuries**

Injuries and accidents are to be reported to the Company Representative, the Installation/ Vessel Medic, and the Master. At the site of any accident the tools or equipment used are not to be moved or rearranged in any way, except to render the structure safe, pending investigation. A Company Incident Report Form will be completed and sent to Company's Aberdeen office.

## **Medical Health**

Personnel taking medicines prescribed by a doctor must report this when checking in at the heliport and surrender the drugs to the check-in personnel. The drugs will be returned in a sealed bag. The Installation/vessel medic will be informed and will discuss the medication with the individual on arrival at the installation/vessel. This is most important to avoid any problems in the event of injury or illness. All non prescription drugs are forbidden.

## **Drugs and Alcoholic Drinks**

Unperceived drugs and alcoholic drink are not permitted on any Company Installation or Marine Vessel, neither is the taking of same prior to going offshore (refer to Company Code of Business Ethics and Conduct). Company's substance misuse policy has a "with cause" testing capability whereby personnel suspected of being under the influence of drugs or alcohol may be tested.

## **Diesel Driven Equipment**

All diesel engine driven equipment must have been fitted with a gas ingestion or over-speed cut out device. All exhausts must also have been fitted with spark arresters.

## **Smoking**

Smoking is permitted only in designated areas within the living accommodation. Smoking in bed is prohibited. All matches and tobacco are to be left in the quarters and must not be taken to any other part of the Installation/ Vessel.

## **SAFETY/ SURVIVAL TRAINING REQUIREMENTS FOR OFFSHORE WORK**

1.0 All Personnel provided by Contractor to perform the Work offshore must, in accordance with Company's Health and Safety Policy, be adequately trained in offshore safety and survival. Any training or refresher courses in order to comply with these requirements is to be undertaken promptly by Contractor at its expense.

2.0 Accordingly, all personnel who work or visit offshore are categorised as follows and must undergo the training set out below.

Visitor: Someone making a very short visit to an installation, BUT not to do or participate in any work activity.

Non-Core Crew: short term ad-hoc / rotational personnel engaged in work activity.

Core-Crew: Long term rotational personnel who work offshore as part of Company's permanent offshore crew (e.g. catering, maintenance & production staff, general labour etc).

Health Certificate BOSIET / FOSET HUET (As Part of FOSET/ BOSIET) Re-breather Training CAA  
Pre-Flight Briefing CPUKL Induction CPUKL Safety Training Matrix

### 3.0 Refresher Training

All personnel required to undertake Safety and Survival training courses (BOSIET) must carry out refresher training - Further Offshore Safety and Emergency Training (FOSET) at intervals prescribed by OPITO.

The Contractor is responsible for ensuring that all their personnel are fully trained for the work to be performed and for the environment to be worked in.

Satisfactory evidence that such Personnel have attended safety-training courses that comply with UKOOA guidelines and are acceptable to Company and as a minimum meet the requirements in this Exhibit.