

EXHIBIT - OFFSHORE WORKING TIME STANDARDS, DUTIES AND GUIDELINES

Contractor Personnel will comply with these guidelines and Company will only contract Work to Contractors or Subcontractors who can comply. This extends to Drilling, Modifications/ Upgrades, Well Work, Maintenance, Production, Standby and Supply Vessels and Catering.

Working Hours

All Work will normally be planned on a 12-hour basis. Where a particular job is likely to extend beyond 16 hours, relief personnel must be supplied.

Only in very exceptional circumstances, and with the OIM's express approval, may an employee work beyond sixteen (16) hours. The OIM must record the specific reason, ensure that the task is Risk Assessed and make this information available to the Safety Representatives.

In an emergency, or where the safety of the installation or its personnel is threatened, there will be no limit to working hours.

Rest Hours

Employees will normally work 12 hours per shift with a maximum of 6 hours before a meal break, 2 x one hour breaks during the shift plus a minimum of 8 hours rest period after the shift.

Leave

The maximum number of days any individual will work continuously offshore will be thirty (30).

Leave entitlement will be notionally scheduled on the basis of one (1) days leave for each day worked offshore.

Given the seasonal nature of some disciplines during peak working times, these individuals will, as a minimum, take one-third of their previous offshore time as leave; however it is expected that equal time will be achieved over any twelve (12) month period.