



**CETCO**  
**OILFIELD**  
**SERVICES**

## International Safety and Training Programs

CETCO Oilfield Services Company acknowledges employee safety and protection of the environment as paramount above any and all other aspects or business relationships. It is the goal of CETCO Oilfield Services to preserve every employee's health and well-being while in their employment. This can only be achieved by total commitment to CETCO Oilfield Services safety practices.

CETCO Oilfield Services is committed to providing every employee with a safe work environment, knowledge, and training in safe work habits and practices. By doing this we protect our employees from personal injury, reduce loss of property, and protect the environment to ensure a continuous INCIDENT FREE working environment.

The success of CETCO Oilfield Services depends not only on the services we perform and the products we provide to our customers, but also and just as importantly, the safe manner in which each job is performed. Due to these factors, our organization's operations policy is "PRODUCTION WITH SAFETY" not "Production and Safety". By making safety equal, CETCO strategically establishes itself as a leader in the oilfield service industry.

Management at CETCO Oilfield Services supports the prevention of incidents, injuries, and occupational illness and seeks to reduce the risk of damage to the environment and property. Proactive individual involvement, personal accountability, and continuous improvement are expected of all management and employees to achieve these results.

### **CETCO Oilfield Services HSE Management System:**

CETCO's HSE management system defines the structure and principles of how to conduct operations regarding HSE processes, requirements, health and safety of our employees, customers and contractors and environmental protection. This system is communicated to all our employees, contractors, and customers in all our locations.

### **Monthly Safety Meetings:**

Meetings for employees as well as management, up to and including the Vice President, include the presentation of training subjects, incident information, questions and answers sessions, and job specific information.

### **Safety Incentive Program:**

Company management enthusiastically supports the protection of employee's safety and health. This support is demonstrated, in part, through programs to provide recognition and extra incentives for employees to work safely and efficiently. Management provides employees the opportunity to earn awards for their own safe, efficient work, and the safe efficient work of their team members. Safety incentive awards are intended to help maintain constant safety and health awareness. They are not considered a substitute for any element of the HSE Management System. The awards are issued monthly at the discretion of senior management based upon completion of the criteria listed in the safety training manual. All employees of CETCO Oilfield Services have an impact on incident free operations; therefore all employees are eligible for the incentive program.



CETCO Oilfield Services aims to implement OHSAS:18001 systems to offer the greatest level of commitment to staff health and safety. This system will allow the company to complete the strategic plan to have all 3 major quality systems in place, showing that the company is committed to quality, the environment, and above all, staff safety.

**Environmental Analysis:**

CETCO Oilfield Services pre-job behavioral based program focuses on job selection, basic job steps, hazards associated with each step, and recommended safe behaviors for successful job completion. CETCO Oilfield Services is also developing a plan to have full ISO:14001 environmental systems in place by 2010.

CETCO has also been audited on its safety and environmental practices as part of the strategic plan to attain ISO:14001 certification, with help from FPAL. This audit scored CETCO Oilfield Services highly for health

and safety practices, and has laid the foundations for our company becoming ISO:14001 compliant, using our current environmental practices as a quality starting point. As an environmentally orientated company, we feel that having full ISO:14001 compliance is very important to our customers.

**Orientation/Training:**

At CETCO Oilfield Services, safety and training are an integral part of our operation. We strive to maintain a safety culture which keeps our workplace incident free by providing training to employees on core industry and OSHA safety topics, processes, and procedures related to our operations and any identified hazards. This safety training as well as technical training includes all industrial safe work practices, skills, and certifications that make us a leader in the industry and gives our employees the tools to progress in their job duties while contributing to the success of the overall safety environment.

**Our safety training includes:**

<b>Introductory Requirements</b>	<b>(Completed Hire Date)</b>
Completion of Employee Evaluation	Initial
Completion of Medical Physical	Initial
Issued Personal Protective Equipment	Initial and as needed
<b>Introductory Training</b>	<b>Initial and Annual</b>
CETCO Oilfield Services Policies and Procedures	Initial
Site Safety Orientation	Initial
Drug and Alcohol Awareness & Testing	Initial and Annually
Emergency Action Plan	Initial and Annually
Fire Safety/Hot Work/Welding	Initial and Annually
Hearing Conservation	Initial and Annually
Personal Protective Equipment	Initial and Annually
Access to Medical Records	Initial and Annually
Respiratory Protection	Initial and Annually
H2S Safety & Awareness	Initial and Annually
Job Safety Analysis	Initial and Annually
Fall Protection	Initial and Annually
Confined Space Entry	Initial and Annually
First Aid/CPR	Initial and Every Two Years
NORM Awareness/Surveyor	Initial
Offshore Water Survival	Initial and Every Three years
Forklift Safety & Awareness	Initial and Annually
Rigging Safety	Initial and Every Two years

**Safe Working Practices/Lost Time Incidents:**

CETCO Oilfield Services has a long history of safe working practices. Over the past 5 years the company has experienced almost no lost time incidents across our primary operations sites: UK (Aberdeen), Nigeria, and Australia.

The table below displays the number of working man hours over the course of a 4 year period from 2005 to 2008. The value CETCO Oilfield Services places on its workforce and safety is of paramount importance; as a result we have had 0 Lost Time Incidents in the last 4 years.

	2005	2006	2007	2008
<b>UK</b>				
Man Hours	50,651	69,038	59,596	57,986
LTI	0	0	0	0
<b>NIGERIA</b>				
Man Hours	N/A	N/A	36,953	49,033
LTI	0	0	0	0
<b>AUSTRALIA</b>				
Man Hours	N/A	N/A	4,548	4,233
LTI	0	0	0	0