



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY

Board of CROSCO, Integrated Drilling & Well Service Company, Ltd. (hereinafter referred to as the Company) has defined and authorised this occupational health and safety policy and it is committed to plan, document, implement and improve health and occupational safety of its employees, as well as fire protection in accordance with legal requirements and the requirements of OHSAS 18001:2007 standard, and with specific contract requirements.

Planning, documenting, implementation and improvement of the safety management system is obligation of all employees - each being responsible in his/her scope of work and obligations, and it is based on the following principles:

- Safety management system is based on hazards identification and objective risks assessment, which is through efficient activities / controls reduced to acceptable level.
- Activities planned and implemented to improve the safety management system include a commitment to prevention of injury and ill health, and continual improvement in selected indicators of the system performance.
- These activities include the need to comply with applicable legal requirements and with other requirements to which the Company subscribes that relate to actual and potential hazards and risks.
- Planning, identification and reviewing of OH&S objectives provides the framework for continual improvement.
- OH&S policy has been announced and communicated to all employees of the Company and subcontractors with the intent of making them aware of their individual OH&S obligations.
- This policy is available to all interested parties at request.
- Periodical review of this policy is made as required, and minimum once in two years within internal integral audits, and it is subject the management review.
- Responsibilities, obligations and authorizations for implementation and improvement of the OH&S management system have been defined, and responsible persons, through utilization of their authorities in routine work, enable efficient functioning of the system.
- Planned implementation of training and ensuring of competence of all employees, observations and recording of potentially hazardous events, timely initiation of preventive and corrective actions to sort out all noticed nonconformities, maintenance and control of proper condition of all facilities, tools and equipment, safety meetings and supervision of works contributes significantly to development of awareness and work culture, and to creation of safe work conditions.

All employees of the Company are responsible for adoption and implementation of the above principles, and they demonstrate it in routine work by application of stipulated and recognized safety rules.

Zagreb, May 2018



Company Director

Igor Kruljac