



CORPORATE MAJOR ACCIDENT PREVENTION POLICY (CMAPP)

Some of the fundamental values and priorities in CROSCO, Integrated Drilling & Well Services Company, Ltd. (hereinafter referred to as the Company) are quality, safety at work, health, security and environmental protection. The nature of our business is such that our activities can lead to major accidents and the Company is committed to reduce the risk of major accidents associated with our activities to the lowest possible level as well as the dangers for workers, contractors, visitors, the environment and equipment.

The Company's management is responsible for ensuring on a continuous basis that the corporate major accident prevention policy is suitable, implemented and operated as intended.

Establishment and maintenance of quality, health and safety and environmental protection management systems, in accordance with the requirements of ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018, further ensure the implementation of set targets, risk reduction, traceability and potential hazard detection.

For the purpose of maintaining such a system, as far as reasonably practicable, Company:

- Continuously enforces and adheres to the highest standards of quality, safety, security, health, and environmental protection;
- Ensure that all necessary resources are provided and made available to minimise and control major accident hazards;
- Provide an effective and efficient system of identifying major hazards which may arise on facility, and evaluate their likelihood and severity;
- Identify foreseeable emergencies and put in place an emergency plan which is subject to periodic tests, drills and reviews in order to measure its adequacy and effectiveness;
- Provide a systematic and efficient way of continuously evaluating the integrity and reliability of all safety and environmental-critical systems; and maintaining their effectiveness;
- Employ formal command and control systems to maintain senior management oversight and control of operations that may impact on the management of major accident hazards;
- Clearly identify and define the roles, responsibilities, communication lines and reporting requirements of those involved in the management of major hazards, both offshore and onshore, from senior levels to junior personnel;
- Define Communication procedures (escalation) to ensure all necessary resources recognised and captured during both normal operations and emergency response;
- Provide necessary training to meet the required competencies and a system of recording and appraising/reviewing competencies;
- Apply a systematic and consistent approach to competency equally to both Company employees and key contractors who may have an impact on Company's management of major accident hazards;

The Job Descriptions clearly identifies roles and responsibilities within the Company Organisation. The Competence Assurance Scheme provides a system by which the competence of key personnel are assessed and recorded against industry and company set of procedures and performance standards.

The Shore-based Training Matrix as well as the Offshore Training Matrices provide a definitive list of mandatory training (both in-house and industry provided) for the various roles within Company.

The appraisal system provides facilities for each personnel and their direct line manager to set, review and track personal development objectives. Training requirements as well as related documents/certificates are recorded and managed through a dedicated business information system (SAP);

- Develop, implement, monitor and review procedures and instructions for safe operation, enabling their adaptation to changes in regulations, industry standards and advances in technology;
- Systematically audit the Integrated Management System with emphasis on measuring performance. The implementation and effectiveness of the CMAPP will be monitored using Company's audit programme (planned and approved annual plan), ensuring that audits are undertaken at regular intervals by competent personnel and actions are tracked to closure. Auditing will be undertaken periodically at different levels within the Company including onshore and offshore operations and workforce. Significant actions and findings will be raised to board level, including audit closeout backlogs which may impact on Company's ability to manage major accident hazards;
- Consult and actively co-operate with employees, clients, vendors and regulators to achieve the common goal of preventing major accident hazards;
- Work effectively to ensure compliance with the Company CMAPP policy and deliver expectations;
- Ensure protection from illegal activities in accordance with Company procedures;
- Routinely evaluate Company's capabilities and goals with regard to management of major accident hazards to ensure they remain fit for purpose. Company senior management is directly involved in the evaluation processes and shall approve review findings and recommendations;
- Implement, respect and improve business management systems (quality, safety and environment) and management of major accident prevention regardless of their global location.

The Company's management recognise and understand the concept of performance standards for safety and environmental protection and their important role in maintaining effective management of major accident hazards. By appropriate education and information programs Company ensures awareness of these concepts at all levels of management and encourages active participation of workers by addressing potential problems.

Company firmly believes these objectives are best attained by promoting a strong safety culture within the Company. Measures that contribute to the strong safety culture within Company include strong leadership, effective tripartite consultation with the workforce, their duly elected representatives and the competent authority, and support the constant focus on safe work and initiatives (confidential reporting, etc.) in order to prevent major accidents.

In summary, this document constitutes a declaration of Company's commitment to preventing Major Accidents, by working in a systematic way both with culture and procedures using an Integrated Management System.

Zagreb, October 2021



Company Director

Ferenc Tarr