HSE POLICY STATEMENT

We affirm that SAFETY is a principal business objective. The well-being of our Company, our Clients, our Subcontractors and the Environment depends on good HSE performance.

OBJECTIVE: "Prevention of Harm through Permanent Control"

GOALS

1. *Protect the health and safety of all personnel working in our operations.*
2. *Protect the environment against pollution from our activities.*
3. *Protect our assets from damage.*

COMMITMENT

1. *Reduce personnel risk to as low as reasonably practical (ALARP).*
2. *Maintain the highest standards of HSE management.*
3. *Devote all available resources to achieving our goals.*
4. *Comply with, and have all personnel involved in our operations comply with, all Company safety procedures and statutory requirements.*
5. *Maintain high safety awareness at an individual level.*

APPLICATION

Each person involved in our operations is responsible for the execution of this policy, and for the practices deriving from it.

HSE-MS

UGER utilizes the relevant and applicable sections of the NDSC HSE Management System, a wholly-owned subsidiary company, for procedures, guidelines and processes in its operations and activities.

Nasser Rashid Al-Araimi, CEO

Muscat, JAN-01, 2024

United Gulf Energy Resources LLC
(UGER Oilfield Rentals)

HEALTH SAFETY & ENVIRONMENTAL QUALITY MANAGEMENT SYSTEM AND HSE MANUAL

TABLE OF CONTENTS

Topic	Page
PREAMBLE	4
OUTLINE CHART HSE MANAGEMENT SYSTEM 7	
HSE MANUAL INDEX	8
RECORD OF AMENDMENT	9
1.0 LEADERSHIP & COMMITMENT	10
Objective	10
Procedure/Standard	10
Organising	10
Implementing	11
Monitoring and Feedback	11
2.0 POLICY & OBJECTIVES	12
Objective	12
Procedure/Standard	12
Policy Statements	13
Organising	14
Implementing	14
Monitoring and Feedback	14
3.0 ORGANISATION, RESOURCES & DOCUMENTATION	15
3.1 ORGANIzING & RESPONSIBILITY:	
Objective	15
Procedure/Standard	15
Organising	15
Implementing	15
Monitoring and Feedback	15
3.2 EMPLOYEE SELECTION, COMPETENCY & TRAINING:	
Objective	16
Procedure/Standard	16
Organising	17
Implementing	17
Monitoring and Feedback	17
3.3 DOCUMENTATION:	
Objective	18
Procedure/Standard	18
Organising	18
Implementing	18
Monitoring and Feedback	19
4.0 EVALUATION & HSE RISK MANAGEMENT	20
Objective	20
Procedure/Standard	20
Organising	20
Implementing	22
Monitoring and Feedback	22

5.0 PLANNING 23
5.1 HSE Planning
Objective 23
Procedure/Standard 23
Organising 23
Implementing 24
Monitoring and Feedback 24
5.2 EMPLOYEE INVOLVEMENT
Objective 25
Procedure/Standard 25
Organising 25
Implementing 25
Monitoring and Feedback 25
5.3 CONTRACTOR SUPPORT SERVICES
Objective 26
Procedure/Standard 26
Organizing 26
Implementing 26
Monitoring and Feedback 26
5.4 SAFE OPERATING PROCEDURES
Objective 27
Procedure/Standard 27
Organizing 27
Implementing 28
Monitoring and Feedback 28
5.5 MANAGING CHANGE
Objective 29
Procedure/Standard 29
Organizing 29
Implementing 29
Monitoring and Feedback 29
5.6 HEALTH SYSTEM
Objective 30
Procedure/Standard 30
Organizing 30
Implementing 31
Monitoring and Feedback 31
5.7 EMERGENCY RESPONSE
Objective 32
Procedure/Standard 32
Organizing 32
Implementing 34
Monitoring and Feedback 34

6.0 IMPLEMENTATION & MONITORING 35
6.1 MONITORING AND RECORDING
Objective 35
Procedure/Standard 35
Organizing 36
Implementing 36
Monitoring and Feedback 36

6.2 INCIDENT REPORTING AND INVESTIGATION
Objective **39**
Procedure/Standard **39**
Organizing **39**
Implementing **40**
Monitoring and Feedback **40**
6.3 MAINTENANCE TESTING, INSPECTION & MODIFICATION
Objective **42**
Procedure/Standard **42**
Organizing **42**
Implementing **43**
Monitoring and Feedback **43**

7.0 AUDIT AND PERFORMANCE REVIEW
7.1 AUDIT **44**
Objective **44**
Procedure/Standard **44**
Organizing **45**
Implementing **45**
Monitoring and Feedback **45**
7.2 PERFORMANCE REVIEW
Objective **46**
Procedure/Standard **46**
Organizing **47**
Implementing **47**
Monitoring and Feedback **47**