



HELIOSPETROLEUM

HELIOS GROUP HEALTH, SAFETY, SECURITY & ENVIRONMENTAL POLICY

HSSE Policy

As a condition of employment, all employees and contractors are expected to work safely and in an environmentally conscious manner by following established policies, procedures, regulatory requirements and work practices. This will ensure that their safety, health and security, and that of their fellow workers, and the communities in which we operate are not jeopardized and the environment is not compromised.

HSSE Philosophy

HELIOS's goals are simply stated- no accidents, no harm to people, and no damage to the environment. Our employees and contractors are our most valuable resource and no phase of business is of greater importance than their personal safety. We believe that all incidents can be prevented and that HSSE is an integral part of everyone's job. Each level of management is responsible for demonstrating HSSE leadership, ensuring the mechanical integrity of our assets, providing a safe work environment, and promoting HSSE as a value. Our reputation and license to operate depend on strict adherence to this philosophy.

HSSE Practices

- All employees and contractors are empowered and expected to stop any unsafe job or project.
- Employees and contractors will promptly report and communicate all HSSE incidents and near misses to their Supervisor.
- Work will not start unless it is safe and compliant with HELIOS policies, procedures and regulatory requirements. If there is uncertainty about HSSE or compliance, the expectation is to obtain the right information from the proper authority and make the necessary adjustments before commencing work.
- Driving is the most hazardous activity most employees and contractors encounter on a daily basis. We will operate in such a way as to ensure a steady reduction in the risks involved in driving and in the transportation and handling of our products. As such, while operating a vehicle on company business, employees and contractors are expected to follow defensive driving principles.
- All employees have a primary responsibility for the safety and well-being of employees, contractors and visitors.
- Line management/supervision is directly accountable for HSSE performance in their area of responsibility and the continuous improvement of that performance through effective implementation of our Local Operating Management System.
- We will operate and maintain our equipment in accordance with our Operations & Maintenance procedures, regulatory requirements, and HELIOS standards to ensure the mechanical integrity of our assets.
- Workplace and work activity risks will be evaluated so that necessary steps are taken to minimize exposures and safeguard workers. The identification and control of workplace hazards will be addressed in the following sequence: eliminate the hazard, substitute the hazard with a lesser risk, engineering controls, isolate the hazards, administrative controls, and personal protective equipment.
- Clear lines of communication are essential to achieving an incident-free workplace. All employees are encouraged to submit HSSE concerns to management without fear of consequence.
- Training will be provided for employees to safely and effectively perform their jobs.
- All employees are empowered to become actively involved in our ongoing HSSE activities and processes.