



**Helmerich & Payne**  
**HSE Policy Statement**

## ACTIVELY CARING

The workplace is not about a location, it is about people. Helmerich & Payne (H&P) is committed to creating a culture highlighted by an Actively Caring workforce. We strive to Actively Care for

- Our own safety and health
- the safety and health of others; and
- the protection of our environment

Fundamental to our Actively Caring culture is every individual's willingness to provide immediate open feedback to others regarding safe and unsafe work practices and to proactively correct recognized exposures that threaten one's health and safety. Through training and accountability, H&P educates our employees on the negative consequences of taking health and safety risks. Our success will only be determined by demonstrated action and continuous improvement.

## SAFETY LEADERSHIP

For more than twenty years, H&P measured safety success the same way as other companies in the Oil & Gas Extraction Sector – the absence of OSHA recordable injuries, declining lost time, restricted duty and medical treatment cases, declining Total Recordable Injury Rates (TRIR) and the number of active rig years worked without an OSHA recordable injury or lost-time injury. H&P believes that measuring safety success in this manner is destructive to management's efforts to build trust with field employees. We have redefined safety success as the Control and Removal of Exposures (C.A.R.E.) for self and others and encourage employees to report near miss incidents with serious, life-altering or fatal injury potential, identifying and reporting serious injury exposures for which employees are personally recognized and rewarded monetarily for Actively Caring. Trust is the key to organizational health, as well as safety and operational success. Our culture of C.A.R.E. builds trust.

## SIF STRATEGY

H&P is committed to the control and removal of serious injury or fatality (SIF) exposures on any H&P location or operation. H&P safety data shows that approximately 10 percent of all OSHA recordable injuries are high-value learning events involving serious injury or fatal exposures. The other 90 percent of all OSHA recordable cases are considered low learning value events without potential to produce life-altering or life-ending harm while 100 percent of the actual and potential SIF incidents are considered high learning value events. H&P will continue to track traditional safety metrics like Total Recordable Injury Rates (TRIR) and Lost Time Injury Rates (LTIR) to meet regulatory requirements, be responsive to client requests, and benchmark against existing industry data but we will have a proportionate response to these antiquated metrics. Our safety success at H&P will be based on KPIs related to the controlling and removing of SIF exposure, such as SIF Potential and SIF Mitigated rates, and our vision for the future of safety at H&P will be guided by these principals.

## CONTINUOUS IMPROVEMENT

H&P strives for continuous improvement in our health, safety, and environment performance. One way that this is accomplished is through the establishment of annual goals. These goals, known as our Actively CARE Goals, are established by the Safety Leadership Team, and are based on data and employee feedback. These goals are approved and supported by the Executive Leadership Team and the Board of Directors. Progress towards the achievement of these goals is monitored by the SLT and reported out to the ELT monthly and to the Board on a quarterly basis.

## ENVIRONMENTAL STEWARDSHIP

H&P strives to operate in a clean, safe, and environmentally responsible manner. We conduct our business as an environmentally responsible corporate citizen and make efforts to minimize our impact on the natural environment. We define the environment as the physical assets and equipment which make-up our workplace; as well as the earth, air, waterways, and communities that surround them.

We are committed to:

- meeting or exceeding applicable health, safety, and environmental legal and client requirements
- complying with industry accepted health, safety, and environmental practices,
- implementing practical processes that assist in eliminating or reducing our impacts on the natural environment, and
- continually improving the effectiveness of our Environmental Management System (EMS) and our performance.

H&P will:

- Provide appropriate and adequate resources to implement the Company's EMS.
- Set annual environmental objectives and key results.
- Monitor performance towards accomplishment of our objectives and key results.
- Manage our processes, monitor our materials, and train our people in the Company's incident-prevention and response plans.
- Report environmental incidents and share lessons learned to prevent recurrence elsewhere in the Company.
- Implement corrective actions and preventive measures as appropriate.
- Perform environmental audits to ensure compliance with legal requirements and conformance with client requirements and the elements of our EMS
- Recognize individual employees and/or operations that demonstrate environmentally responsible behaviors, exceptional performance, and environmental leadership
- Review this document annually and revise as needed