PETROFAC LIMITED

OCCUPATIONAL HEALTH & SAFETY POLICY

Vision

Petrofac will be recognised as a company which responsibly manages risks to the occupational health and safety of its workers and other interested parties.

Commitment

The Petrofac Board of Directors has ultimate responsibility for occupational health and safety performance and achievement of occupational health and safety excellence. Petrofac and its business units are therefore committed to:

- conducting its business in a safe manner, consistent with its 'Horizon Zero' initiative which aims to eliminate hazards and reduce risks to prevent work related injury and ill health;
- maintaining a strong leadership culture where safe behaviors are encouraged and recognised;
- promoting a culture in which all workers share this commitment and take personal responsibility for occupational health and safety;
- creating an environment where workers are empowered to intervene if they believe that a work activity is unsafe;
- ensuring consultation and participation of our workers to achieve the desired outcome of this policy;
- •continual improvement of our health and safety performance and management systems;
- complying with all applicable laws, regulations, relevant standards, and compliance obligations and applying Petrofac Group standards where the legislation is inadequate or non-existent;
- transparency in the reporting of the Company's health and safety performance and sharing of knowledge; and
- setting objectives and targets for continual improvement with auditing and monitoring of performance.

Objectives

To meet this commitment at Group level, Petrofac will:

- develop and maintain a systematic approach to occupational health and safety management and assurance;
- implement risk management processes that identify, evaluate and control occupational health and safety risks and opportunities;
- publish regular performance reports and openly discuss occupational health and safety performance with internal and external stakeholders; and
- periodically review the suitability and effectiveness of this policy, our management systems, targets and objectives.

Each Petrofac business unit will:

- identify and assess the risks to occupational health and safety as a result of business activities;
- provide suitable resources for occupational health and safety;
- develop and maintain occupational health and safety management systems that comply with this Policy, Group Health and Safety Standards and ISO 45001;
- select and manage contractors to ensure alignment with this policy and our values;
- ensure that occupational health and safety goals and standards are understood at all levels within the business unit;
- measure, appraise and report on occupational health and safety performance;
- provide appropriate training for all workers to enable them to carry out their work in a safe and competent manner;
- ensure appropriate emergency response procedures are in place and regularly tested to minimise the impact of any incident or emergency situation;
- hold appropriately empowered line management accountable for occupational health and safety performance;

- include health and safety competencies and performance in appraisals; and

- engage with workers, clients, contractors and suppliers to continuously improve standards of occupational health and safety.

Responsibility and implementation

Prevention of harm to workers is a line responsibility that starts with the Group Chief Executive and flows down through the line management structure to front line workers performing work. Every leader at Petrofac is accountable and responsible for proactively leading the management of risks to workers within their teams. Every Petrofac worker is responsible for making themselves aware of the occupational health and safety risks and opportunities in their work area and to proactively play their part in reducing these risks. All workers are encouraged and empowered to speak up if they have any occupational health and safety risks and opportunities.

Tareq Kawash
Group Chief Executive