

PETROFAC LIMITED

SECURITY POLICY

Vision

Petrofac will be recognised as a company that manages threats to the security of its people and assets in a responsible manner.

Commitment

The Petrofac Board of Directors has ultimate responsibility to provide a safe and secure working environment and achievement of excellence in security. Petrofac and its business units are therefore committed to:

- conducting its business in a secure manner, consistent with its 'Horizon Zero' initiative which aims to eliminate all incidents within the company;
- promoting a strong culture of leadership in security matters to create a secure business environment for our people and assets;
- encouraging all employees to share our security commitments and take personal responsibility for protecting our people and assets; and
- minimising business loss and disruption.

Objectives

To meet this commitment at Group level, Petrofac will:

- develop Group security performance standards and management practices to ensure a systematic approach to security management;
- monitor and assess security threats, risks to people and assets, and travel arrangements; and

- periodically review the suitability and effectiveness of this policy, the Group Security Performance Standards and Management Practices, our management systems, targets and objectives.

Each Petrofac business unit will:

- ensure formal security measures and controls are in place in line with the Group Security Performance Standards, to effectively manage identified security risks and threats;
- provide suitable resources to maintain security of people and assets;
- ensure appropriate response procedures are in place and regularly tested to minimise the impact of any security incident or emergency;
- measure, appraise and report on security performance;
- provide appropriate security training to employees and actively promote security awareness;
- report and investigate all incidents that have occurred due to a breach in security;
- empower all our employees to refrain from actions that they consider a threat to security; and
- engage with clients, contractors and suppliers to deliver a high standard of security management.

Responsibility and implementation

Management of security threats is a line responsibility that starts with the Group Chief Executive and flows down through the line management structure to front line employees performing work. Every leader at Petrofac is responsible for proactively leading the management of threats to security with their teams. Every Petrofac employee is responsible for making themselves aware of the security threats in their work area and to proactively play their part in increasing resilience to these threats. All employees are empowered to speak up if they have any security concerns.



Tareq Kawash
Group Chief Executive