

# QHSES PROGRAM

2024



**ISLAND DRILLING**



## **QUALITY – EXCELLENCE IN EVERY PROCESS**

### opening statement from CEO

As we embark on a new chapter in our journey towards excellence, I am honored to present our Annual QHSES (Quality, Health, Safety, Environmental and Sustainability) Program for the upcoming year. This program reflects our unwavering commitment to fostering a culture of **quality, safety, and continuous improvement** across every aspect of our operations.

#### **Quality:**

is not just a goal; it is a commitment embedded in every process we undertake. In the coming year, we will reinforce our dedication to excellence by streamlining our processes and upholding the highest standards. This unwavering commitment to quality ensures the satisfaction of our clients and stakeholders. Ensuring high-quality standards inherently contributes to maintaining safety within our operations.

**Safety:**

Our commitment to safety is non-negotiable. The Zero Incident Tolerance initiative underscores our dedication to providing a secure working environment for every member of our organisation. Safety is not just a priority; it is a core value that guides every decision and action we take.

**Continuous improvement:**

We believe in the power of continuous improvement. Our organization is committed to learning from experiences, embracing feedback, and proactively identifying opportunities for enhancement. By fostering a culture of innovation and adaptability, we ensure that every step we take contributes to a more efficient, resilient, and environmentally responsible future.

In a dynamic business landscape, efficiency is the key to sustainable growth. We will focus on optimizing our resources, enhancing operational efficiency, and driving economic sustainability. This strategic approach ensures that we remain agile, adaptive, and well-positioned in the competitive market.

As we embrace the challenges and opportunities ahead, I am confident that our collective efforts will propel Island Drilling to new heights.


Thank you for your unwavering dedication to excellence.

Best Regards,

**Roger Simmenes**

Chief Executive Officer





# PERFORMANCE EXCELLENCE

## LEADERSHIP & ORGANISATIONAL DEVELOPMENT PROGRAM

Our leadership & organisational development program is centered on fostering communication and visible leadership to drive performance excellence in QHSES. Through targeted training, leaders are equipped with effective communication skills, ensuring a shared understanding of safety standards.

Visible leadership emphasizes leading by example, promoting a culture where safety is not just a priority but a core value. This program empowers leaders to actively engage with teams, reinforcing a collective commitment to QHSES standards for optimal performance excellence.

## QUALITY → EFFICIENCY → ECONOMY

Quality is not just a commitment; it's the essence of our operations. Our QHSES program places quality at the forefront, ensuring the success and sustainability of our organization. For the upcoming year these are our main focus points:

- **Following Procedures:** Adhering to established procedures is fundamental to delivering consistent and reliable results.
- **Streamlining Through Processes:** Emphasizing processes simplifies our management system, making it more accessible and efficient.

- **Training for Proficiency:** Comprehensive training in our management system empowers our team with the skills needed for navigating quality processes.
- **Do It Right the First Time:** Preventing incidents is key. "Do it right the first time" is our guiding principle, backed by After Action Reviews for continuous improvement.
- **Cost-Conscious Practices:** Implementing measures to optimize costs without compromising safety or quality.

Investing in quality is an investment in our future. Delivering high-standard products and services pays dividends in customer satisfaction, loyalty, and long-term sustainability. Moreover, it paves the way for enhanced efficiency and economy, ensuring a robust foundation for our organization's success.

## COMMUNICATION

In our commitment to quality, effective communication is paramount. Our program emphasizes clear and open channels for conveying quality standards, expectations, and continuous improvement initiatives. By fostering a culture of transparent communication, we ensure that quality goals are understood and embraced throughout the organization, driving excellence in every aspect of our operations. All employees are responsible to adhere to our communication policy, further strengthening our collective commitment to quality.



PERFORMANCE EXCELLENCE



# SAFETY CULTURE

## ZERO INCIDENT TOLERANCE

At Island Drilling, zero incident tolerance is not just a goal – it's our way of life. Through a collective commitment to safety, proactive measures, and continuous improvement, we create a workplace where incidents are not accepted, ensuring the well-being of our most valuable asset – our people.

- **No Compromise:** We do not compromise on safety. Our goal is not just to minimize incidents but to eliminate them entirely, following the HOP (Human and Organizational Performance) principle. This unwavering commitment reflects our belief that everyone deserves to return home safely every day.
- **Empowerment Through Responsibility:** Every individual within our organization is empowered to take responsibility for their safety and the safety of their colleagues, aligning with the HOP principle. This empowerment fosters a sense of shared responsibility and accountability.
- **Continuous Learning:** Embracing zero incident tolerance involves a commitment to continuous learning. We actively seek opportunities to enhance our safety practices, leveraging insights gained from incidents to strengthen our preventive measures.

## LIFE-SAVING RULES

Our commitment to zero incident tolerance is further reinforced through the implementation of life-saving rules. These rules are non-negotiable, critical guidelines designed to prevent severe incidents and protect lives. Each employee is expected to adhere to these rules without exception. We will achieve this through:

- **Training and Awareness:** Regular training sessions and awareness programs will ensure that all employees understand the importance of life-saving rules and their role in upholding them.
- **Supervision and Monitoring:** Supervisors play a crucial role in enforcing life-saving rules. Regular monitoring and corrective actions contribute to a safer work environment.
- **Reporting and Investigations:** Reporting violations or potential breaches of life-saving rules is encouraged. Investigations will be conducted to understand the root causes and implement preventive measures.
- **Recognition and Reinforcement:** Recognizing and reinforcing positive behaviors related to life-saving rules contribute to a safety culture where compliance is valued and celebrated.

## RISK AWARENESS

In our commitment to fostering a safe and secure work environment, the emphasis on risk awareness plays a central role. The three focus areas below outlines our key strategies to instill a proactive safety culture. By integrating these practices into our daily operations, we aim to empower every team member to be vigilant and contribute actively to incident prevention.

### Identification and Reporting:

- Actively identify and report potential risks
- Encourage an open communication channel for risk reporting

### Continuous Learning:

- Foster a culture of continuous learning and improvement
- Keep employees updated on safety practices and risk management

### Effective Mitigation:

- Ensure familiarity with established risk controls and procedures
- Regularly review and update procedures based on insights and changes

These key focus areas are instrumental in embedding a robust risk awareness culture within our organization, contributing to a safer and incident-free workplace.

**SAFETY CULTURE**





# ENVIRONMENTAL AWARENESS

## ESTABLISHING GREEN TEAM

To fortify our commitment to sustainability, we're launching the "Green Team" initiative. Comprising passionate individuals from diverse departments, this team will actively contribute to environmental goals through:

- **Innovative Solutions:** Proposing and implementing eco-friendly practices in daily operations.
- **Awareness Campaigns:** Educating colleagues on sustainable habits and the importance of environmental responsibility.
- **Substitution of chemicals:** chemicals with high environmental or safety impact will be evaluated for substitution.
- **Continuous Improvement:** Regularly evaluating and suggesting improvements to our environmental policies.

The "Green Team" represents our collective dedication to preserving the planet, turning environmental consciousness into actionable change.



# ENVIRONMENTAL RESOURCE MANAGEMENT

Our commitment to Environmental, Social, and Governance (ESG) principles is reflected in our ESG reporting. By transparently sharing our performance in these key areas, we strive to continually improve our environmental impact, foster social responsibility, and maintain robust governance practices.

We do this by focusing on:

- **Sustainable Travelling:** To align with our environmental goals, we're implementing a comprehensive travel policy. Working closely with our travel agency to identify and implement optimized flight routes that minimize fuel consumption and emissions.
- **Virtual Alternatives:** Promoting virtual meetings and conferences to reduce the need for extensive travel.
- **Fuel consumption:** Improvements according to set baseline
- **Logistic:** aim to use local suppliers, look for energy efficient alternatives both in product and services
- **Waste Management:** Responsible use of resources to minimize waste and environmental impact.

Through these initiatives, we aim to integrate environmental accountability into every aspect of our operations, striving for a more sustainable and responsible future.



ENVIRONMENTAL AWARENESS

# **CAMPAIGN**

## **LIFE-SAVING RULES**

As we usher in the new year, our commitment to safety takes center stage with the launch of the Q1 Life-Saving Rules Campaign. Designed to reinforce a culture of safety, these rules serve as crucial guidelines for all our operations. Join us in embracing these life-saving principles, ensuring that each day is marked by a steadfast dedication to the well-being of every individual within our organization. Let's make safety not just a priority but a way of life.

## **COMMUNICATION**

Our Q2 Communication Excellence Campaign is set to empower every team member with the tools and insights needed for seamless collaboration. Through workshops, forums, and engaging activities, we aim to foster an environment where ideas flow, questions find answers, and innovations take flight. Stay tuned for a campaign filled with exciting initiatives that will transform the way we connect and communicate.

## **LEADERSHIP AND CULTURE**

As we wrap up the Leadership Program in Q3, we're launching a follow-up campaign focusing on Leadership & Culture. This initiative is designed to embed the leadership principles we've cultivated throughout the year. Through collaborative sessions and continuous engagement, let's solidify our commitment to a culture that thrives on excellence and innovation. Join us in concluding the year on a note of unity, growth, and shared success!



## **PERFORMANCE EXCELLENCE**

- Zero overdue nonconformances
- Zero overdue Critical and High Critical Maintenance
- >97 % effective operation time
- Customer satisfaction >80%
- Work attendance > 96,5 %

## **SAFETY CULTURE**

- LTI frequency (H1) = 0
- Total recordable incident frequency H2 < 3
- Zero well control incidents
- Zero dropped objects
- Zero red incidents/potential incidents, ref. notification matrix
- Safe Card Observations > 500 safe cards per month

## **ENVIRONMENTAL AWARENESS**

- Zero non-approved discharge to environment (air, sea)
- Zero red incidents/potential incidents, ref. notification matrix
- Improved waste segregation by 5% reduction of residual waste compared to last year
- 5 % reduction of emission to air compared to last year
- 5 % reduction in fuel consumption compared to last year



## LIFE-SAVING RULES



**BYPASSING  
SAFETY  
CONTROLS**

**CONFINED  
SPACE**



**ENERGY  
ISOLATION**

**LINE OF FIRE**



**WORK  
AUTHORISATION**

**WORKING AT  
HEIGHT**



**SAFE  
MECHANICAL  
LIFTING**

**HOT WORK**



**DRIVING**