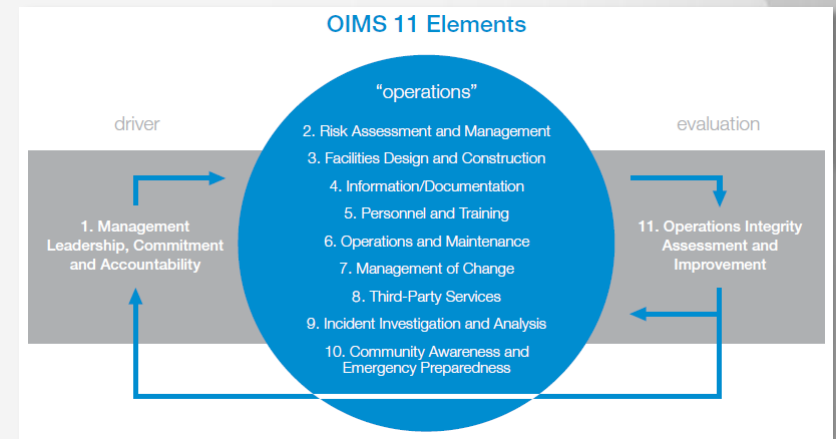


OPERATIONS INTEGRITY MANAGEMENT SYSTEM

- ◆ OIMS is a Framework of 11 Elements and 64 Expectations that puts our safety commitment into action
- ◆ Embedded into 40 comprehensive Management Systems
- ◆ Cascades into supporting procedures and work instructions
- ◆ Guides the activities of every person working in our world-wide operations



ELEMENT 1 – MANAGEMENT, LEADERSHIP, COMMITMENT & ACCOUNTABILITY

Management establishes policy, provides perspective, sets expectations and provides the resources for successful operations. Assurance of Operations Integrity requires management leadership and commitment visible to the organization, and accountability at all levels.

- ◆ Safety is a core value
- ◆ Culture of safety starts with leadership
- ◆ For a culture of safety to flourish, it must be embedded throughout the organization
- ◆ Safety Leadership from all levels
 - ◆ Workforce actively engaged



Offshore JOHS Committee Meeting

WORKER PARTICIPATION & COMMITTEES

Multiple mechanisms for Hebron worker input and participation

- ◆ JOHS Committees established at all sites
 - ◆ Worker representatives are nominated and elected by co-workers
 - ◆ All JOHSC representatives receive the necessary training
- ◆ Observation cards, hazard hunts
- ◆ Stop work and safety stand-downs
- ◆ Involvement in Hebron facilities design
 - ◆ Hazard identification, risk assessments, layout, maintainability lessons learned

