



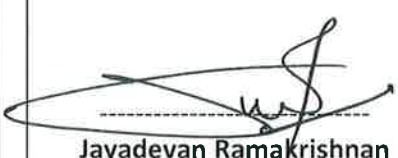

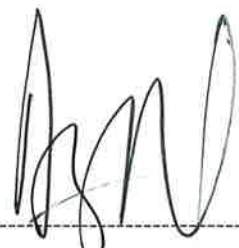
DIMENSION BID

WIRELINE INTERVENTION | PERFORATION SERVICES

HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL MANAGEMENT STANDARDS

“SAFETY BEGINS WITH YOU”

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LIST OF RECIPIENT

	RECIPIENTS	POSITION
1	Dato' Aziz Ayob	President
2	Tn. Haji. Razali Saleh	SVP Supply Chain
3	Mr. Ramba Goyang	SVP Sales & Marketing
4	Mr. Mia Idorman Ismail	VP Operations
5	Nor Haslinda Sabdon	Location Manager – WMO Operation
6	Lovenna James	Location Manager – EMO Operation
7	Mr. Nicholas Empam Jana	General Manager - Technical Services
8	Mr. Sheikh Muzafar Shahrizan Mustafah	General Manager - Cased Hole Services
9	Mr. Hafeez Abdul Alim	General Manager - Coiled Tubing Services
10	Mr. Azlan Cameron Aziz	Senior Manager - Slick Line Services
11	Mr. Ahmad Majid	Safety & Health Officer (SHO) – WMO Operation
12	Fadzlin Binti Mohamad Ibrahim	HSSE Officer – EMO Operation

AMENDMENT RECORDS

This sheet will record all amendment of this HSSE Management Standard. All particulars of the amendment shall be stated clearly. The HSSE Department of **DIMENSION BID (M) SDN BHD.** (DBSB) shall be responsible for the maintenance and update of this record sheet.

CLASSIFICATION	DATE	REVISION PART	REASON/PURPOSE OF REVISION
Original Issue	26/04/2016	Establishment of HSSE Management Standard	Nil

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1.0 Objective

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HSSE Management Standards Objective

The HSSE Management standards are aligned with the requirements of company HSSE Policy and support the company in its efforts to comply with legal obligations regarding HSSE.

The objective of the standards are to:

- Set and formalize expectations for the progressive development and implementation of more specific requirements within the segments.
- Provide auditable criteria against which the HSSE Management System can be measured.
- Provide a basis from which to drive continual improvement.

The HSSE Management Standards mandate what must be achieved rather than how to achieve it, therefore segments have the flexibility to meet the requirements of the standards in a way which best suits their own business while maintaining consistency of approach across the company.

The system also provides mechanisms for assurance of diligence, so that in the event of a failure, it can be demonstrated that all reasonable and foreseeable steps have been taken to avoid the failure.

The HSSE Management Standards outline requirements in the areas of HSSE and Community with the aim to:

Health, Safety, Security and Environment

- Protect, promote and improve the health and wellbeing of employees, minimize and manage occupational exposures to all personnel.
- Minimize adverse impacts of our operations to host communities.
- Provide a work environment where people are able to work safely and understand their rights and obligations towards a safe workplace.
- Promote a rewarding workplace for employees by encouraging personal development, recognizing good performance, valuing team and fostering equality of opportunity.
- Promote the reduction and prevention of pollution, efficient use of resources and energy and biodiversity protection.
- Promote a culture of benefiting and respecting the rights and interest of the Communities in which we operate, consideration of the environmental and social impact of the resources, products and services we use or provide to others and caring about our impact on clients.

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Standard 1

LEADERSHIP AND COMMITMENT

Intent

The Board and Executive Management establish the HSSE Policy, set expectations and provide resources for successful implementation of the HSSE Policy and HSSE Management System. Directors, managers, supervisors and Employees and Contractors at all level demonstrate leadership and commitment to HSSE.

Performance Requirements

- 1.1 Origin maintains a HSSE Policy that reflects the nature, scale and potential HSSE impacts of the company's Activities, products and services.
- 1.2 The HSSE Policy is reviewed every 3 years and approved by the Origin Board and signed by the President.
- 1.3 The Origin Board of Directors seeks assurance of conformance with the HSSE Policy and systems and regularly reviews HSSE performance and risks.
- 1.4 Origin Business Segments and Sites define and document the scope of their HSSE management plans and procedures in conformance with Origin's HSSE Management Standards.
- 1.5 Origin Business Segments and Sites integrate the requirements of the HSSE (including these HSSE Management Standards) into their business and operating procedures.
- 1.6 Systems are in place to recognize, reinforce and reward HSE innovation, initiatives, desired behaviors and outcomes.
- 1.7 The company and its Contractors have systems in place to ensure Employees and Contractors are aware of expected HSSE behaviors and have a clear understanding of the consequences of inappropriate conduct.
- 1.8 Managers demonstrate visible leadership and proactive behaviors by personal example, and reinforce HSSE excellence by communicating HSSE issues, setting HSSE goals, objective and targets, promoting HSSE improvement initiatives, participating in audits and by conducting frequent site inspections, which include HSSE reviews and behavioral observations.
- 1.9 All employees demonstrate by their day-to-day actions a visible commitment to HSSE.
- 1.1 Managers promote the sharing of HSSE lessons learned inside and outside their segments.

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Standard 2

ORGANISATION, ACCOUNTABILITY, RESPONSIBILITY AND AUTHORITY

Intent

For directors, managers, supervisors and Employees and Contractors at all levels, their accountabilities, roles, responsibilities and authority relating to HSSE are clearly defined, documented, communicated and understood throughout Origin.

Performance Requirement

- 1.2 HSSE roles, responsibilities, authorities and accountabilities, including those arising from the HSSE Policy and HSSE Management Standards and personal HSSE goals, objective and targets, are documented, known, exercised and adhered to. The allocation of responsibilities and accountabilities and the delegations of authorities are documented and communicated.
- 1.3 The President and Managing Director of Origin is ultimately responsible for the HSSE performance of the business, including the effective implementation of the HSSE Policy and supporting HSSE Standards.
- 1.4 Managers provide sufficient resources (i.e. human, financial and infrastructure) to maintain legal compliance and to support effective HSSE management including the implementation, maintenance, monitoring and reporting of the HSSE Management System and the provision of competent HSSE advice.
- 1.5 At every level of the organization, line managers are responsible for HSSE.
- 1.6 Personnel with appointed or elected HSSE responsibilities provide Employees and Contractors with HSSE advice, assistance and expertise relevant to their position as required.
- 1.7 All Personnel are responsible for the HSSE implications of their own actions and have a duty to carry out their work in a manner which does not present a risk to themselves, others and/or the Environment. Individual performance will be monitored and reviewed against agreed responsibilities and accountabilities.
- 1.8 Systems are in place to clearly communicate to Personnel that they have both the right and the responsibility to stop work or refuse to work in situations that may cause harm to health, safety, security and Environment, and to immediately bring these situations to the attention of those at immediate risk and to company management.

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Standard 3

PLANNING, OBJECTIVES AND TARGETS

Intent

A systematic risk based approach to the management of HSSE is in place as an integral part of business planning, with HSSE goals, objectives and targets established and measured.
A philosophy of continual improvement is applied to HSSE.

Performance Requirements

- 1.9 Business planning activities at all levels of Origin include HSSE considerations.
- 1.1 On an annual basis Origin sets company-wide HSSE goals, objectives and targets consistent with the HSSE Policy and HSSE Management System to drive performance improvement. These goals, objectives and targets are linked to leading and lagging indicators that are measureable, documented, communicated and reviewed.
- 1.2 Business Units set annual targets that support the achievement of Origin company-wide targets and take into account significant risks, legal and other compliance requirements and the interests of relevant stakeholders.
- 1.3 Managers, team and individual KPIs are set that support the achievement of company and Business Units targets. These KPIs are assessed as part of reward schemes and individual performance evaluation.
- 1.4 HSSE actions plans are established which include clearly designated responsibilities, time-frames, resources and actions to achieve goals, objectives and targets. HSSE risks are considered in the development of goals, objectives and targets in HSSE action plans.
- 1.5 Systems are established to periodically monitor and report the implementation of these goals, objectives and targets including the tracking of KPIs.
- 1.6 Where conflicts exist between HSSE goals, objectives and targets and other business goals, objectives and targets, resolution is consistent with the requirements of these HSSE Standard.

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LEGAL REQUIREMENTS, DOCUMENTS CONTROL AND INFORMATION MANAGEMENT

Intent

Relevant legal and regulatory requirements and voluntary commitments are identified, documented, made accessible, understood and complied with wherever Origin operates. Effective HSSE documents control systems are in place to ensure clarity of company expectations and to facilitate efficient and accurate information management.

Performance Requirements

- 1.7 HSSE-related acts and regulations are maintained and available.
- 1.8 Legislative and regulatory requirements (including licenses, permits and approval conditions) and voluntary commitments applicable to specific Origin operations are identified and documented in a Site register.
- 1.9 Regulatory registers are reviewed and kept up-to-date and all changes are communicated to all relevant personnel.
- 1.1 Where Origin or its Business Units undertake voluntary public commitments in relation to HSSE, these commitments are to be regarded and implemented with the same diligence as regulatory requirements.
- 1.2 Wherever possible, legislative and other external requirements are incorporated into the relevant operational procedures to ensure consistent, ongoing compliance with these requirements.
- 1.3 Compliance with legal and other requirements is demonstrated, evaluated and reported.
- 1.4 Where local legal requirements diverge from these Standards, Activities comply with the more stringent of local legal requirements and these Standards.
- 1.5 In countries where local legislation does not require an adequate level of HSSE performance, Activities are conducted in a manner that is consistent with the requirements of these Standards, and relevant international standards, taking into account social and cultural sensitivities.
- 1.6 Systems are in place to identify which documents are to be controlled and to ensure that these documents are controlled with current versions readily available.
- 1.7 Systems are in place to ensure that HSSE records are established, maintained, accurate, and legible and identified and also to manage the archiving and disposal of HSSE records.
- 1.8 HSSE records have established retention times, consistent with legal requirements and knowledge preservation, and assigned to responsible custodians.
- 1.9 Employee health, medical and occupational exposure records are maintained and retained as necessary with appropriate confidentiality in place.

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Standard 5

PERSONAL, COMPETENCE, TRAINING AND BEHAVIOURS

Intent

Employees' competence and appropriate behaviors are critical for the safe control of operations and general company success. Employees are carefully selected, trained and supported. Competence and behaviors are regularly assessed and monitored. Contractors are to provide competent workers and regularly assess and monitor their competence and behaviors.

Performance Requirements

- 1.1 Recruitment, selection and placement processes ensure that personnel are competent for their assigned tasks.
- 1.2 The company and its Contractor have systems in place to provide inductions for Employees, Contractors and Visitors new to the Site or Activity and HSSE training and awareness sessions for relevant personnel. Inductions will cover relevant HSSE hazards, Risk Assessments, controls, behaviors, company objectives, policy, systems and procedures. Compliance with HSSE requirements covered by the induction will constitute a condition of entering or remaining on company property.
- 1.3 Personnel have the required skills and training to competently perform their tasks in a healthy, safe and environmentally sound manner.
- 1.4 Each Safety Critical Role or task and the personnel who perform these tasks are assessed for necessary competencies and skills, utilizing formal competency-based assessment.
- 1.5 The company and its Contractors shall train and assess their respective workers in the control and elimination of at-risk behaviors, including the consequences of departure from specified company procedures.
- 1.6 Systems that reinforce positive HSSE behaviors are in place and draw attention to "at-risk" behaviors
- 1.7 The company and its Contractors have systems in place to ensure:
 - a) Qualifications and competency requirements for positions are documented and periodically reviewed.
 - b) Training needs are identified in consultation with employees.
 - c) Training schedules and programs are developed and include ongoing periodic refresher training.
 - d) Training is provided by people with appropriate knowledge, skills and experience.
 - e) Competency assessments are undertaken, and
 - f) Training and assessments records are maintained.

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COMMUNICATIONS, CONSULTATION AND COMMUNITY INVOLVEMENT

Intent

Effective, transparent and open communication and consultation with legitimate stakeholders is valued and undertaken across the company.

Performance Requirement

- 1.8 Open and proactive communications are established and maintained with Employees, Contractors, regulatory agencies and communities regarding the HSSE Policy, HSSE Management Systems and Standards.
- 1.9 Internal communications and consultation processes are in place to deal with HSSE matters. These processes include HSSE Committee meetings, toolbox meetings and other site HSSE meetings. Meetings include relevant HSSE issues.
- 1.1 Systems are in place to identify stakeholders and to receive, analyses and respond to community concerns and complaints regarding the company's Activities, products and service.
- 1.2 Mechanisms are in place to resolve conflicts where they arise, through consultation and participation with stakeholders and their intermediaries.
- 1.3 Host communities and their traditional heritage and values which could potentially be affected by the company's Activities, are identified. Communities are engaged and strategies are developed to eliminate or minimize negative impacts.
- 1.4 Where community health hazards are identified, these are assessed, managed and communicated to potentially impacted communities and other relevant stakeholders, for example public health and other authorities.
- 1.5 Arrangements are established for communications with, and the provision of relevant HSSE related information to, governments, authorities and organizations and local communities.
- 1.6 Systems are in place to regularly assess the general community's expectations of Origin as a corporate citizen. Processes are established to respond to external feedback and engage with the general community.
- 1.7 Systems are in place to communicate internally and externally the company's HSSE goals and publicly report HSSE performance. Identified significant HSSE risks and impacts are communicated to relevant stakeholders.

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HAZARD AND RISK MANAGEMENT

Intent

HSSE hazards and risks associated with the company's activities are identified, assessed and managed to prevent or reduce the likelihood and consequences of incidents.

Performance Requirements

- 1.8 Origin has established a Risk Management Procedures. As required under the Procedures, HSSE risk management is applied to all Activities that Origin controls or significantly influences.
- 1.9 Risk is managed by identifying hazards, assessing consequences and probabilities, evaluating risk and implementing preventive and mitigation measures.
- 1.1 Risk Assessments are conducted by competent personnel with the relevant knowledge and experience.
- 1.2 Potential health, safety and environmental hazards are identified and recorded for existing operations, products, business developments, acquisitions, modifications, new projects, closures and divestments. This process takes into account risks to personnel, facilities, the public, customers and the Environment.
- 1.3 Business Units establish and maintain a Risk Register containing identified hazards and risks. Risk register contents include the risk title and classification, risk causes, consequences, exposure, probability, likelihood, plus existing controls and monitoring or control effectiveness as well as links to HSSE actions plans and the setting of goals, objective and targets.
- 1.4 Business Units must identify all Critical Activities/tasks that have the potential to result in serious injury to people, serious environmental impact or a Major Accident Event. Critical Controls designed to mitigate the risks of serious injury to people, serious environmental impact or a Major Accident event include Critical Systems, Critical Equipment and Critical Procedures and must be recorded in the Risk Register.
- 1.5 Origin maintains an enterprise-wide Risk Register containing those risks escalated from the Business Units and Corporate Groups, plus any additional risks identified at the company and/or Board level.
- 1.6 Risk registers are reviewed at least annually, and following a significant change or Significant Incident to reflect learnings and changes.
- 1.7 Where risk cannot be eliminated, control measures are selected and prioritized using the hierarchy of controls and implemented to effectively manage identified risks.
- 1.8 Where risks identified exceed specified threshold and immediate mitigation is not possible, the level of risk being tolerated and managed by the Business Unit must be escalated in accordance with Origin's Risk Management Directive.

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INCIDENT MANAGEMENT

Intent

HSSE incidents, including near misses, are reported, investigated, and analyzed to ensure that preventive actions are taken and learnings are shared throughout the organization.

Performance Requirements

- 1.9 Systems are in place for timely reporting, investigation and appropriate communications of all HSSE incidents to meet Origin's incident management requirements.
- 1.1 Incidents near misses and hazards are reported and used as valuable opportunities for learning.
- 1.2 Systems are in place for full compliance with applicable legislative requirements related to incidents, including reporting to authorities, keeping of records, investigations and other actions as required in each jurisdiction.
- 1.3 Incident investigations, including identification of root causes and preventative actions, are conducted. The level of the investigation is appropriate to the actual or potential consequences of the incident.
- 1.4 Significant Incidents are immediately notified to General Counsel who will provide such initial advice to the Business Unit General Manager as may be required (including advice on the steps to be followed) and commission (where needed) an investigation by a multifunction team led by a competent independent investigator, who will report to General Counsel to enable appropriate legal advice to be given to the company.
- 1.5 In the event of a Significant Incident, systems are in place to prevent resumption of work until the risk is assessed, and actions have been taken to reduce the risk of recurrence, to the satisfaction of regulators/relevant authorities (if required). Authorization to resume work is then given by the appropriate level.
- 1.6 Where possible, information gathered from reported incidents and incidents investigations is analyzed to identify trends and is used in the improvements of systems and procedures.
- 1.7 System are in place to follow up and close out all identified corrective actions within acceptable timeframes.

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PERFORMANCE MEASUREMENT AND REPORTING

Intent

Health, Safety, Security, and Environmental performance data is collected, analyzed and reported to monitor and evaluate ongoing HSSE performance and drive continual improvement.

Performance Requirements

- 1.8 Processes are in place to ensure HSSE performance is regularly measured, monitored, recorded and analyzed with results reported to internal and external stakeholders as appropriate.
- 1.9 The reported data is collated and analyzed, as appropriate, and reported to Personnel who have the responsibility to take action on the basis of this information. Reporting of consolidated data including HSSE key performance indicators, shall be carried out at Site level, Business Unit level and for the whole of Origin, as the basis for decision making.
- 1.1 Business Units measure and report HSSE performance data on a monthly basis or more frequently if appropriate (e.g. for Significant Incidents) as per Origin's requirements.
- 1.2 Prevalence and incidence of work-related injury and illness is recorded, assessed and reviewed using data available from all sources including medical surveillance programmed and incident related medical treatment.
- 1.3 HSSE group will periodically analyze HSSE performance data for all Origin businesses and provide feedback and advice to the businesses on initiatives to drive improvement in HSSE performance.
- 1.4 Systems are established to ensure the appropriate reporting of HSSE performance to relevant authorities and/or other stakeholders as required by legislation or company voluntary commitments.
- 1.5 Relevant HSSE systems and performance information is routinely communicated by Origin management to relevant Personnel.

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Standard 10

MANAGEMENT OF CHANGE

Intent

All temporary and permanent changes to the organization, Personnel, systems, procedures, equipment, products and materials are identified and managed to ensure HSSE risks arising from these changes remain at an acceptable level.

Performance Requirements

- 1.6 Formal processes and documented procedures are in place for the effective assessment and management of risks associated with temporary and permanent changes.
- 1.7 The Risk Assessment of a change is appropriate to the nature of the change and the exposure associated with it.
- 1.8 The process for managing changes addresses the authority for approval of changes compliance with all relevant regulations, applicable standards and permits, license or authority requirements, documentation (including reasons for the changes), deadlines and training requirements.
- 1.9 The risks and impacts arising from changes are communicated to relevant stakeholders, monitored and managed.
- 1.1 Systems are in place to ensure change management actions have been completed, their intended outcomes validated, relevant systems and documentation, (including drawings) updated and any unintended risks identified and managed.
- 1.2 The original scope and duration for temporary changes do not exceed original authorization without formal review and approval.