



HARK DRILLING, INCORPORATED

Date: 03/26/2026

To: All Employees

From: Jeff Harkless, Hark Drilling President

Subject: Hark Drilling Health and Safety Policy Statement

1. Purpose

The purpose of this policy is to clearly outline Hark Drilling's commitment to maintaining a safe and healthy work environment and preventing accidents, injuries, and illnesses.

2. Policy Statement

Hark Drilling is fully committed to creating and maintaining a safe, healthy, and supportive working environment for all our employees and partnering contractors. We recognize that the prevention of accidents, injuries, and occupational illnesses is not only a legal obligation but also a moral responsibility and a key factor in our operational success. We believe that every individual has the right to work in an environment where risks to health and safety are properly controlled. To achieve this, we will integrate health and safety considerations into all aspects of our planning, decision-making, and daily operations.

Our Commitments:

- **Compliance and Standards:** Adhere to all applicable health and safety regulations and industry recognized best practices, ensuring our standards meet or exceed legal requirements.
- **Hazard Identification and Risk Management:** Conduct regular inspections and risk assessments to identify hazards, evaluate risks, and implement effective control measures.
- **Training and Competency:** Provide comprehensive training, guidance, and resources to ensure all personnel are competent to perform their duties safely.
- **Communication and Engagement:** Maintain open channels for reporting hazards, near misses, and safety concerns, ensuring that all reports are addressed promptly and without fear of reprisal.
- **Continuous Improvement:** Review and update safety procedures regularly, incorporating lessons learned from incidents, near misses, and employee feedback.

Responsibilities:

- **Management:**
 - Lead by example in promoting a positive safety culture.
 - Allocate sufficient resources—financial, human, and technical—to support health and safety initiatives.
 - Monitor performance and ensure corrective actions are taken when standards are not met.

- **Supervisors/Foremen:**
 - Ensure that work is carried out in accordance with established safety procedures.
 - Provide direct guidance and support to employees in maintaining safe practices.
 - Monitor subordinate safety compliance and immediately correct unsafe behavior and situations on the spot.
 - Report unsafe conditions, incidents, or near misses immediately to management.
- **Employees:**
 - Follow all safety rules, procedures, and instructions.
 - Use personal protective equipment (PPE) correctly and maintain it in good condition.
 - Report unsafe conditions, incidents, or near misses immediately to a supervisor.

Implementation and Review:

This policy will be communicated to all employees and made available to contractors and visitors when necessary. It will be reviewed annually, or sooner if significant changes occur in our operations, regulations, or industry standards. Updates will be shared promptly to ensure ongoing awareness and compliance.

By working together to develop a safety mindset, we will ensure that health and safety remain at the heart of our operations, protecting our people and strengthening our team.



Jeff Harkless
President, Hark Drilling, Inc