



Health Safety and Environmental (HS&E) Policy

NOV XL Systems is committed to conducting our business in a manner to safeguard people and the environment in which we operate. In line with this, NOV XL Systems has adopted a Health, Safety and Environmental (HS&E) Management System that aligns how the organization manages HS&E. HS&E is the responsibility of all employees within XL Systems.

The management system provides the framework for meeting our commitment to;

- Comply with applicable laws and other relevant requirements
- Protect health and prevent injuries
- Minimize hazards and reduce risk through hierarchy of control
- Protect the environment, minimize adverse impacts and prevent pollution
- Influence how our products and services impact people and the environment
- Setting and achieving HSE objectives
- Continually improve our HSE performance
- Actively involve all workers in HSE

This policy will be communicated to all levels of the organization and made available to interested parties upon request.

A handwritten signature in black ink, appearing to read 'Chris Podmore', written over a horizontal line.

Chris Podmore
President, NOV XL Systems

Date: June 9, 2017