



Employee Welfare Policy

Terra Walker Drilling firmly believes in supporting and protecting the health, safety, welfare, security, and dignity of each Employee on its projects. Ethical recruitment and employment practices, safe work practices, as well as safe and healthy living and working conditions are critical elements to our way of delivering work. We recognize that welfare arrangements and quality facilities not only improve Employees' health and well-being, but also enhance performance, efficiency, and health and safety compliance. Such conditions are also essential to achieving our Target Zero philosophy and our mission of helping clients build a better and more sustainable world. Terra Walker Drilling is committed to establishing and maintaining high Employee welfare standards for our employees and individuals working on Projects on our behalf. In addition, we will share this policy with our clients, and strive to influence other firms in our industry to adhere to the practices outlined in this Policy as well as local regulations. We commit to continuously improving our services to clients in this area by engaging with relevant stakeholders and drawing from international best practices. Terra Walker Drilling aspires to be at the forefront of our industry, acting as catalysts for change both on our Projects and in the wider community in which we work.

- Employees shall be provided with information about their human and labour rights and entitlements under the law using appropriate methods and language to ensure they understand.
- The dignity of Employees shall be protected and preserved. Inhumane treatment, abuse and humiliating disciplinary action is not permitted.
- Forced, compulsory, bonded, or indentured labour, human trafficking practices, or any other violations of human and labour rights in accord with the laws of country, international standards, and this Policy, shall not be tolerated.
- Recruitment, selection, and hiring shall be conducted in a fair and ethical manner and without discrimination on the basis of nationality, gender, sexual orientation, pregnancy status, family status, ethnicity, social status, political affiliation, race, or religion.
- Employees shall be provided a clean, secure, safe, and healthy working environment.
- Employees shall always have unrestricted access to water and toilet facilities.
- All Employees shall be paid as agreed and in transparency as per applicable laws.
- Persons under the age of 18 shall not be employed.
- Employees have the freedom to exercise their in-country legal rights, including raising a grievance, freedom of movement, resignation, freedom of association, or refusing to perform work that poses an unacceptable safety or health risks for the type of Project for which Employees have accepted employment.
- Appropriate implementation of this Policy is made so that the Employees are aware of their rights.
- All Employees & Management shall be engaged and provide leadership and oversight on the implementation of this Policy.
- Contractors, subcontractors and third parties falling under the coverage of this Policy will bear full responsibility of this Policy.

This policy applies equally to all Terra Walker Drilling employees, managers and supervisors. It will be reviewed annually and revised if necessary.

This policy was approved by the Management of Terra Walker Drilling:


David R. Walker

Date 01st January 2019