



DRUG AND ALCOHOL ABUSE POLICY

The purpose of this policy is to outline Quinn Well Control Inc's (QWC) philosophy toward drug and alcohol abuse, and to establish a clear guideline for disciplinary actions dealing with employees and contractors who use, sell, transfer, are in possession of or who may be impaired from the use of alcohol, drugs or other psychoactive substances on company property.

This policy applies to all employees and contractors of QWC.

Excluded from this policy is the legitimate possession and proper use of medications specifically prescribed for the user by a licensed physician and over-the-counter medications, provided that such medications are being used in strict compliance with the prescription and/or the manufacturer's directions and that the use of medications does not impair ability to perform the worker's job. It is the duty of the employee to inform his/her supervisor of any medications that are being used and to question the doctor or pharmacist regarding possible side effects.

To ensure a safe and productive work environment at all company facilities and worksites and to safeguard QWC, the company strictly prohibits the use, sale, transfer or possession of alcohol, drugs or other psychoactive substances on any company premises or worksites. This prohibition includes, but is not limited to, contractor vehicles as well as personal/rental vehicles used for company business.

In addition, the company strictly prohibits any worker being on any company worksite while in a state of impairment of any licit or illicit psychoactive substance.

Moreover, the company strictly prohibits any visitor or subcontractor being on company premises or worksites while in a state of impairment of any psychoactive substance. Any subcontractor or visitor found in violation of the above stated policy will be refused entry onto, or removed from the company's premises or worksites.

Any employee who is taking any legal drug that may impair their safety; performance or motor functions must advise his or her supervisor before reporting for work under such medications. A company-authorized representative may request to see the prescription in order to verify legal use. Abuse of any prescribed or other psychoactive drug is strictly prohibited. Violation of this policy shall result in disciplinary action being taken up to and possibly including termination of employment/contract.

Tom Quinn
General Manager
Quinn Well Control Inc.
June 2013



HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT

Quinn Well Control Inc. (QWC) believes our success depends on our ability to deliver valued services to customers without harming people or the environment

Our approach is consistent with guiding principles which include:

- Nothing we do is so important or urgent that it cannot be done safely and without harm to the environment.
- Every employee and contractor is responsible for their own safety, the safety of those around them and protecting the environment.
- Training will be used to increase awareness, develop skills and encourage behavior that prevents accidents.
- Line management is accountable and responsible for HS&E. Line managers are expected to show visible leadership and commitment to safety training, accident prevention, environmental responsibility, regulatory compliance and continuous improvement.
- Safety professionals are an integral part of our approach and key members of our operations management team
- Local knowledge and basin expertise should be incorporated into best practices and operating procedures which are implemented at the local level.
- Risk identification and mitigation, positive interventions, accident investigations, root cause analysis, corrective actions and communication are key elements of our approach as we strive for an accident free environment.
- Measuring results, timely and accurate reporting, and safety performance incentives align our actions and behaviors with the Company's near-term objectives, strategic goals and core values.

Our values are:

- We listen to our customers
- We keep our promises.
- We value the safety, development and contributions of our people
- We constantly improve through decisive actions and our focus on execution.

QWC is committed and obligated to comply with all applicable laws, regulations and relevant industry standards and to integrated health, safety and environmental considerations in the planning and execution of our business activities.

Tom Quinn
General Manger
Quinn Well Control Inc.
June 2013