

## Quality, Health, Safety and Environmental (QHSE) Policy

Artemis Production Solutions, Inc. (“Artemis”) is committed to the highest standards for the health and safety of everyone involved in and affected by our operations, as well as the protection of the environment in the communities in which we live and work. We seek to be recognized as an industry leader whose Quality, Health, Safety and Environmental (QHSE) performance is used as a key indicator of success throughout the organization and across our industry. Artemis is fully committed to achieving QHSE excellence for our clients, employees, partners, and stakeholders, and the communities in which we live and work.

Artemis will continually seek to validate and improve its QHSE policy and ensure that its management system aligns with or exceeds best practices. To meet our commitment, Artemis will incorporate the following key attributes:

1. **Leadership** – Visible and active leadership that (i) fosters an engaging culture with clients, employees, and partners; (ii) manages quality, health, safety and environmental (QHSE) performance via data captured and consolidated with the specific purpose of monitoring QHSE events; and identifies risk; (iii) monitors remedial work plans; (iv) posts improvement suggestion; (v) examines trends and data analysis; and (vi) tracks QHSE training and reports.
2. **Stop Work Authority** – Understanding that personal safety, incident prevention and environmental protection are individual responsibilities, employees are empowered and encouraged to identify risks, develop solutions to QHSE issues, and “stop the job” if QHSE conditions warrant, without fear of intimidation or retribution.
3. **Accountability** – Employee safety, quality, respect, and protection of the environment will always be a key factor affecting compensation, promotion, and continued employment.
4. **Compliance** – Compliance with all Artemis standards and policies, as well as all applicable policies, codes, laws, and regulatory requirements where we operate.
5. **Environmental Social Governance (ESG)** – Mitigate and minimize impact on the environment through pollution prevention, reduction of emissions, reduction of waste, and implementation of technical skills, designs and engineering of our products and services.

It is our policy and core value to regularly review our actions to ensure ongoing sustainable conduct across our business and provide assurance that work is performed with the utmost respect for our clients, employees, and partners, as well as the communities and environment where we provide our services.



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Mike Luna  
Executive Chairman.  
Artemis Production Solutions, Inc.