



TEXAS J&A SERVICE, LLC

Established August 2011

IS Net: 400-296745

Veriforce SSQ: 29250

Case Management: Xstreme MD





HSE Statement

At Texas J & A Services, LLC., safeguarding our employees, subcontractors, contractors, property, visitors, and clients' assets is a paramount commitment. We pledge to foster a healthy and safe work environment, upholding industry best practices and legal standards. Our proactive approach involves relentless efforts to detect and rectify any potential hazards that could lead to injuries, illnesses, fires, security breaches, or environmental damage.

We hold every member of our team—employees, contractors, subcontractors, and other personnel—to a high standard of vigilance, expecting them to report any unsafe conditions promptly for immediate remediation. The well-being of our workforce is our utmost priority, and we believe it can be achieved through constructive leadership and collective engagement.

Our leadership team, including executives, managers, frontline supervisors, and employees, are all integral to the support and execution of Texas J & A's health and safety protocols. This extends to our contractors and subcontractors, who are equally obliged to endorse and adhere to our safety measures.

I personally call upon each individual within our organization to make a dedicated effort to prevent any harm to our people, clients, and the integrity of our facilities and equipment. It is through this shared commitment that we can ensure the safety and security of all stakeholders in our operations.

Jim Whiteley, Owner

Workforce

- **Oil & Gas Industry Experience**: Our team's cumulative expertise spans an impressive 45 years within the oil and gas sector, reflecting a deep well of knowledge and proficiency.
- **Short Service Employee (SSE) Program**: Distinguished by an SSE sticker on their hard hats, new recruits are designated as an SSE until they successfully complete the SSE program. This comprehensive program requires approval from Regional Managers, HSE, and mentors, who conduct thorough evaluations of the SSE's performance.
- **SSE Responsibilities**: SSEs are actively involved in yard duties, which include servicing iron and supporting various tasks, such as assisting with the rigging up and down processes.
- **Mentorship for SSE's**: Each SSE benefits from the guidance of at least two mentors, who are responsible for documenting biweekly assessments to track and support development of our SSEs'.
- **Mentor Training**: In addition to the standard training, mentors undergo specialized instruction that encompasses Supervisor Training, Safety Stewardship, and Advanced Hazard Identification, ensuring they are well-equipped to lead and educate the SSE effectively.



Training

Texas J&A Service, LLC utilizes
three tiers of training

Description	Tier 1	Tier 2	Tier 3
Orientation Based	X		
Instructor Led in Classroom setting. Must display comprehension, Etc.. Written Test		X	X
Evaluation			X

Behavior Based Safety (BBS) Program

- BBS & Incident Reporting

- BBS Reporting/Incident Reporting

Incident reporting is a critical component of our commitment to transparency and continuous improvement. We are dedicated to documenting every incident, regardless of scale, as this practice is essential for capturing data that informs meaningful change and reinforces our core values. Through meticulous investigation and reporting, we aim to proactively address and mitigate hazards, thereby preventing recurrence and enhancing overall safety.

- Behavior Based Safety

Our adoption of Jot Form, an innovative web-based platform, empowers us with the capability for instantaneous reporting of behavior-based safety observations. Our goal is to harness comprehensive data to catalyze transformative actions from the top tier of our corporate structure down to the field operations and vice versa. The immediacy of this reporting mechanism is pivotal in driving change. It fosters an environment of open dialogue, granting a voice to every individual within our organization. Follow-ups on these observations are diligently conducted and disseminated company-wide. Necessary adjustments are promptly communicated across all echelons, ensuring that our employees' insights are not only heard but also acted upon. We place immense value on this program, attentively reviewing submissions in real-time and engaging in swift discussions to address and neutralize any potential hazards or concerns.

Safety Culture

In our organization, the culture of safety is shaped by multiple factors, with ****safe work practices**** being the cornerstone. Safety isn't just a policy; it's a fundamental principle that permeates every aspect of our daily operations. We embed this principle into the fabric of our company culture, ensuring that it is embraced by every employee from day one.

Leadership plays a pivotal role in reinforcing this value, actively participating in the onboarding and continuous training of our workforce. This commitment to safety education ensures that our employees not only understand but also embody our core value of safety.

Our approach to training is dynamic, covering job scope, operations, and routine tasks, which collectively contribute to the ongoing enhancement of our team's capabilities. We believe that accountability, integrity, and transparent communication are essential in steering our core values.

Support from the corporate echelon underscores our dedication to our most valuable asset—our people. It's a testament to our belief that a strong safety culture is the foundation of a successful and responsible organization.