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INTRODUCTION

The Professional Directional Ltd Health & Safety Manual is intended to show the company management commitment to all Health & Safety matters. This manual sets down the company minimum requirements that are expected of each facility to ensure that all Health & Safety matters that affect company employees and others associated with, or affected by, company operations are addressed in a considerate and professional manner.

The company is committed to acting in accordance with the National and Local Authority regulations where they have established operating facilities, and as a minimum, shall endeavor to provide a “best practice” approach whenever practical to do so.

Each employee and business unit shall be guided by the information provided in the Health & Safety Manual which shall be updated on an ongoing basis by the Manager of Loss Control – Health & Safety, who shall also verify facility commitment to, and compliance with, company minimum requirements.

All Health & Safety issues or concerns can be raised with the Health & Safety management or business unit designated personnel, (See Page 7 for Health & Safety Organization Chart).

MISSION, GOALS & OBJECTIVES STATEMENT

The mission of Professional Directional Ltd Health & Safety system is to educate and influence employees to adopt Health & Safety policies, practices and procedures that prevent and relieve human and economic losses arising from accidental causes and adverse occupational health exposures.

The following goals are the desired result of the implementation of an effective Professional Directional Ltd Health & Safety system:

- Effective involvement of each & every employee which will aid in elimination of any and all hazards that create unreasonable risk of any nature and an ongoing reduction of all losses resulting in injury or illness to any employee or other person or property from such incidents.
- Increased employee awareness of the overall safe systems of working with an increase in morale of all employees from knowing their work environment is maintained as free, as is reasonably practical, from any and all recognized hazards.

The following objectives will be instrumental in achieving the goals which have been set forth for Professional Directional Ltd business units:

- An effective Health & Safety system with commitment for continued support from management and every employee which are achievable by effective orientation and training programmed for all employees.
- Assigned responsibilities and accountability of the necessary resources to the Health & Safety system resulting in established lines of communication involving management and employees at all levels for Health & Safety concerns.
- Maintenance of effective documented measures for hazard identification, correction, and control by audit activities and by the maintenance and review of records and documentation.

HEALTH & SAFETY POLICY

It shall be the Policy of all Professional Directional business units to fully comply with the Professional Directional Health & Safety Policies which are currently in effect. A copy of these policies is enclosed for reference.

All Professional Directional business units acknowledge and affirm that Health & Safety issues have equal status with other business objectives. The business units shall strive to bring about, wherever reasonable, practical, improvements in productions, safety, and with due consideration to any environmental impacts due to the nature of our business or services offered.

The company expects that all employees shall adopt a pro-active approach to these issues and also to fully cooperate and contribute to the success of the Health & Safety system.

The Health & Safety management team is responsible for the implementation of this company-wide Health & Safety policy, and shall coordinate the Health & Safety activities which shall reflect the laws and regulations in the locations where the company has established operations.

MANAGEMENT POLICY ON SAFETY

It is the policy of Professional Directional Ltd that every employee be entitled to a safe and healthful place to work. To this end, every reasonable effort will be made in the interest of accident prevention, fire protection, and health preservation.

We must establish an attitude in our people that accidents can be prevented. We are human beings and cannot hope to eliminate all accidents, but we can and must try to prevent them. When production with safety is achieved, production with efficiency is attained simultaneously.

We fully intend to make every employee's safety a part of our daily, hourly concern. Adherence to the rules and regulations contained in the Occupational Safety and Health Act of 1970, and in accordance with the National and Local authority regulations will aid us in achieving that goal.

The successful operation of Professional Directional Ltd will depend on not only sales and service, but also on how safely each job is performed. There is no job so important - nor any service so urgent - that we cannot take the time to work safely. We consider the safety of all Professional Directional Ltd employees of prime importance, and we expect your full cooperation in making our safety program effective.

PROFESSIONAL DIRECTIONAL LTD

Charles L. May, President

Jerry Callens, Vice President

Mark Miller, Vice President

Karen O'Neal, Vice President

Robert O'Neal, Vice President

Patrick Sparks, Vice President

HEALTH & SAFETY ORGANIZATION & RESPONSIBILITIES

Professional Directional Ltd is under the leadership of the PRESIDENT AND EXECUTIVE STAFF.

The EXECUTIVE STAFF of Professional Directional Ltd accepts the ultimate responsibility for the Health & Safety compliance. The executive staff further accepts the responsibility for providing resources and guidance for development and implementation of the Health & Safety Manual. The executive staff delegates authority throughout all management levels for the implementation of the Health & Safety system within each manager's or supervisor's area of responsibility and authority.

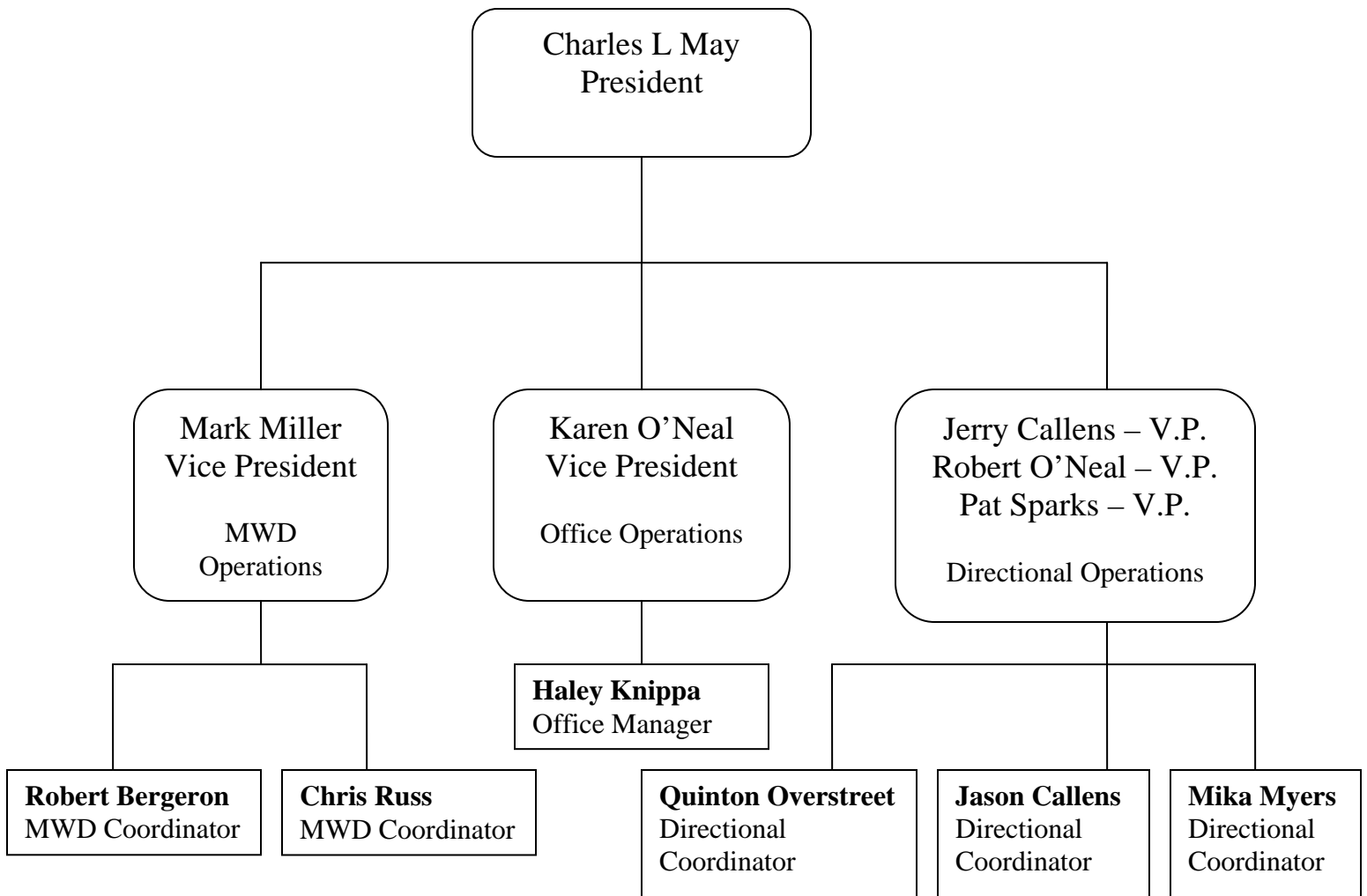
The respective COORDINATORS/MANAGERS shall be responsible to ensure that all employees under their control follow the company established Health & Safety policies, procedures, and practices. While it is agreed that most accidents can be prevented by employees working safely, the persons who are in a position to make certain that employees work safely are their immediate supervisors. For these reason the executive staff holds the coordinators/managers accountable for carrying out the details of the company Health & Safety policies and procedures.

The EMPLOYEES are responsible and will be held accountable for providing the company with their commitment to the Health & Safety system and active, qualitative participation in all appropriate programs of the Health & Safety Manuals. In the performance of their duties they shall be expected to observe Health & Safety policies and procedures, as well as instructions relating to their efficient work performance. In addition, each employee shall:

- Report all accidents and injuries to their supervisor immediately;
- Submit all Health & Safety related comments and recommendations to their immediate supervisor;
- Report any Health & Safety violations or concerns to their immediate supervisor.

See attached Health & Safety Organization Chart

HEALTH & SAFETY ORGANIZATION CHART



EMERGENCY PREPAREDNESS

Each operating facility shall document and maintain procedures that identify the potential for, and the method of responding to accidents and emergency situations.

These procedures shall comply with local, National, and/or company requirements and shall cover as a minimum:

- Emergency response contacts;
- Defined Emergency Responsibilities;
- Fire alarms & evacuation.

The emergency preparedness shall be reviewed for possible revision after and related occurrence of accident or emergency.

When, and if practical, the emergency preparedness procedures shall be periodically tested for its effectiveness.

Emergency preparedness procedures shall be maintained as Health & Safety records. These records shall be maintained by local or Corporate Health & Safety, as appropriate.

HEALTH & SAFETY SYSTEM REVIEW

This Health & Safety Manual shall be reviewed annually by Executive staff personnel.

The Health & Safety system in each operating facility shall be reviewed by local management.

The purpose of management reviews is to assess the effectiveness and continuing suitability of the Health & Safety system.

As a minimum, consideration shall be given to the following:

- Health & Safety policies and objectives;
- Methods of continual improvement;
- Health & Safety system audit results;
- Internal and external non-conformance's;
- Corrective and preventative actions;
- Changes in local and National legislation etc;
- Health & Safety training requirements.

Documentation of the reviews shall be maintained as Health & Safety records by Corporate Health & Safety.

TRAINING

Local operations management shall ensure that personnel engaged in defined activities have undergone appropriate training, or are suitably qualified.

Training subjects and materials shall be developed using industry and facility-specific criteria relating to identified and potential hazards, accident data, and by local and National regulations. Training will include but is not limited to the following:

- Hazards associated with the work area(s)
- Hazards of the job or task assignment
- Emergency procedures
- Personal protective equipment
- Specific equipment operation
- Employee reporting requirements

Assessment of training needs for all employees is a continual improvement process. The following occasions are considered as a minimum the following reviews shall occur:

- Training needs shall be reviewed for each employee at least annually.
- When an employee is transferred or promoted to a new job.
- Whenever deemed necessary by the manager or supervisor.

Each operating manager shall ensure that all “new hires” personnel receive company induction training.

Induction training shall cover, as a minimum, the following:

- Particular Health & Safety responsibilities where applicable;
- Applicable company Health & Safety policy's and procedures;
- Tour of facilities, where deemed necessary, in relation to job activities;
- Particular hazardous areas and danger points.

All “new hires” shall sign their intention of compliance with Health & Safety requirements.

Documentation of training shall be done in accordance with the company Health & Safety, local and National regulatory compliance.

PERSONAL PROTECTIVE EQUIPMENT

Each operating facility shall establish documented procedures that identify the requirement and use of Personal Protective Equipment.

These procedures shall comply with their local, National and/or company requirements.

Examples of Personal Protective Equipment that should be considered are:

- Safety helmet;
- Eye protection;
- Safety footwear.

WORKING AT CUSTOMER LOCATIONS

The management at each operating facility shall provide specific training as required by customers. This training is to enable our employees to work at customer locations. Customer locations shall include working at offshore rigs, land rigs, and customer facilities.

Training shall be adequate for the type of work being performed, equipment being used and the location of the job. Training shall also reflect customer requirements that cover Health & Safety matters.

Specific customer training on Health & Safety shall be in addition to the normal internal Health & Safety training requirements.

ACCIDENTS / NEAR MISS REPORTING

Each operating facility shall establish documented procedures for recording and reporting accident and near miss happenings to comply with local, National, and/or company requirements.

Reports shall be prepared and submitted for all accidents and near misses. The definition of accidents and near missed shall be defined by each operating facility because of possible differences in laws.

The immediate supervisor shall report the following accidents to the executive staff of Health & Safety:

- Fatalities and/or accidents involving three or more injuries shall be reported within 8 hours;
- Lost work day cases other than fatalities;
- Non fatal cases without lost work days which result in transfer to other job duties or require medical treatment other than first aid, or involve lost consciousness or restriction of work or motion. This also includes occupational illnesses.

HEALTH & SAFETY REPORTING

Each business unit shall maintain Health & Safety records in accordance with local, National, and/or company requirements.

As a minimum the reports shall be reviewed annually by the executive staff and president to determine opportunities for improvement in performance.

HEALTH & SAFETY RECORDS

Health & Safety records shall be retained for the periods as stipulated in the local and National statutory requirements or in accordance with stipulated company retention periods, whichever is the longer in retention period.

Each business unit operating facility shall establish and maintain procedures for compiling and maintaining records which provide documented evidence that the operating facility meets their National statutory requirements or the company requirements.

The procedures shall specify the following for each record:

- Name of record;
- Where stored;
- Retention period.

Health & Safety records shall be stored in such a manner that they remain legible, identifiable and readily retrievable.

The periods of company record retention shall be documented in each operating facility.

RECORD OF RECEIPT OF HEALTH & SAFETY MANUAL

I have received a copy of Professional Directional Ltd's Health & Safety Manual. I understand it is my responsibility to carefully read the manual and become familiar with its contents. If I have any questions or concerns, I will bring them to the attention of my supervisor.

EMPLOYEE SIGNATURE

DATE