

# Core Values

Health and Safety  
Valuing All People  
Performance Improvement  
Environmental Stewardship  
Business Integrity  
Sustainable Growth



Operating safely, succeeding globally.

KCA Deutag's vision is to be recognised as the world's most successful drilling and engineering contractor through measurable performance improvement, delivering safe, effective, trouble-free operations.



At KCA Deutag, we believe in operating the KCA Deutag Way. This defines the type of company that we are and will continue to be for our people, our clients, the environment and the communities in which we operate. It's a global approach that every person believes in and it is our responsibility to work the KCA Deutag Way.

Our Core Values are the foundations that enable us to achieve this, guiding our business approach and culture. Our Core Values are: Health and Safety, Valuing All People, Performance Improvement, Environmental Stewardship, Business Integrity and Sustainable Growth.

All our people work to our Core Values and our supervisors and managers lead by example. Through their commitment we achieve a positive culture across the entire organisation.

Our Core Values are underpinned by our respective Policies and Standards which are enshrined in our corporate management system (KOMS) and provide the tools for working safely and effectively as a team. KCA Deutag's Core Values are respected and adhered to in all areas of the company's operations and are essential components for ongoing success.



## Health and Safety

KCA Deutag is committed to achieving safe, effective, trouble-free operations. We firmly believe that an incident and accident free environment is possible 365 days a year in all our activities worldwide. Each employee has a responsibility to lead by example by complying with our worldwide standards and correctly working to the company's procedures. In addition, everyone has a responsibility to stop anyone who is not working safely and to challenge their actions. We are committed to maintaining the integrity of our equipment and the integrity of our operations in accordance with our management systems so that everyone has a safe place to work.

## Valuing All People

The quality of our people and the performance they deliver is a key differentiator for KCA Deutag. We are committed to ensuring that all of our people are treated fairly and with respect and have the opportunity to develop and grow their career either locally or internationally. All of this happens in an environment of trust and support where people are encouraged to communicate their ideas and opinions.

## Performance Improvement

KCA Deutag is a learning company. We encourage everyone to capture knowledge and ideas from across the organisation to enable us to improve efficiency. We expect all our people to review performance in their area and evaluate ways in which improvements can be made. We focus on high standards of technical integrity and actively measure and benchmark performance to deliver a world class service.

## Environmental Stewardship

KCA Deutag is committed to effective energy and resource management in order to minimise the environmental impact of our operations. We operate in accordance with our management systems and show respect for the social and physical environment in which we operate. Through training and site-specific planning, we ensure that all our people understand their responsibilities regarding areas such as energy usage and waste management.

## Business Integrity

KCA Deutag operates ethically and responsibly, demonstrating due care for human rights, labour standards and environmental sustainability. All our people have a duty to avoid conflicts of interest and adhere to local and international regulations. We believe in the importance of establishing mutually beneficial relationships and insist on honesty, integrity and fairness in all of our dealings.

## Sustainable Growth

We believe in earning the right to grow by maximising all available opportunities, meeting targets, and maintaining our customers trust through delivering operational and engineering excellence.

KCA Deutag aims to promote a culture of financial discipline to encourage profitable and sustainable long term growth. We aim to invest wisely in new projects and operate our business as efficiently as possible to deliver a continuous improvement in our financial performance.

## Our Responsibilities

We have a number of responsibilities to manage, but the most important are to:

- Provide challenging and rewarding opportunities, in a safe environment, allowing our people to take pride in working together to achieve corporate and personal objectives
- Provide clients with services and solutions that deliver value and enhanced performance safely, on time and budget, making a significant contribution to the client's objectives
- Work efficiently with our partners to support them to meet their own corporate objectives
- Provide long term growth for all our stakeholders



## Business Approach

KCA Deutag's objective is to create a sustainable and growing business, whilst continuing to support the long term needs of our employees, clients and shareholders.

We have a clear, established corporate strategy which champions quality and technical expertise in all areas of our operation. We believe in proven performance and delivering a world class service.

In pursuing our growth we will ensure our efforts demonstrate respect for our people, the environment and the communities in which we operate through ethical business practice as expressed in our Core Values.

KCA Deutag is committed to delivering safe, effective, trouble-free operations.