

INTEGRATED MANAGEMENT SYSTEM POLICY

Bentworth Energy is an oil, gas and geothermal service company. Bentworth is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and responsibility to the communities within which we operate while protecting the environment. Our vision is to exceed customer expectations for environmental sustainability, quality, safety, cost, delivery, and value.

Bentworth is committed to:

- Equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we operate
- Providing and maintaining safe and secure work environment for employees by elimination of hazards and reduction of risks to prevent work-related injury and ill health
- Promoting individual growth and equal opportunities among the employees
- Consultation and participation of employees
- Setting our objectives and targets, measuring, monitoring, and reviewing them at a regular basis
- Seek out and define customer needs while addressing all requests expeditiously without creating false expectations.
- Supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers
- Support the protection and conservation of the physical environment and the prevention of pollution at our facilities
- Proactively endeavor to comply with applicable safety, environmental, legal and regulatory requirements
- Adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.
- Continually identify ways of improving our integrated management system

A handwritten signature in black ink, appearing to read "Carey Ngini", is positioned above the printed name.

Carey Ngini

Chairman and CEO

Date: 12 October 2020