



SAFETY & ENVIRONMENTAL POLICY

Fieldwood Energy is committed to the safety and health of our employees, contractors and protecting the environment in which we operate.

To meet these commitments, Fieldwood employees and its contractors are expected to adhere to the following:

- Leaders must demonstrate a commitment to safety and protecting the environment in their decisions and behaviors.
- No business objective will allow safety to be compromised.
- All work will be conducted in compliance with Fieldwood's Safety and Environmental Management System (SEMS) and Safe Work Practices.
- Each and every individual must take personal responsibility for safety.
- Safety and Environmental issues must be promptly identified, evaluated and addressed.
- All work must be properly planned, hazards identified and mitigated before work can begin (Job Safety Analysis).
- Everyone must feel empowered to raise concerns without fear of retaliation or intimidation. Everyone has Stop Work Authority and is expected to use it.
- Trust and Respect for one another must permeate throughout the organization.
- Work must be conducted in compliance with all federal, state, local and industry environmental, health, safety rules and regulations.

A handwritten signature in blue ink, appearing to read 'Matt McCarroll', is positioned above the printed name and title.

Matt McCarroll
President & CEO
Fieldwood Energy, LLC
October 1, 2013