

# INDUCTION AND TRAINING POLICY



All personnel employed by J&S Drilling must be correctly inducted prior to undertaking any work.

J & S Drilling recognise that well trained employees are pivotal to the success of its business operations. In support of this, the company will ensure that all employees receive, or have received, an appropriate level of training to enable them to carry out their designated tasks in a safe and efficient manner.

It is also recognised that many of the skills required by J & S Drilling personnel cannot be acquired in a formal classroom environment, and that they are learned by experience, on-the-job training and the transmitted skills of more experienced employees.

Where new equipment is purchased, J & S Drilling will ensure that proper and adequate training, provided by the supplier of the equipment or other professionals, is given to all employees who will be involved in the use of that equipment.

Where specialist training is required (management, environmental, safety, etc), recognised industry experts will be used and where possible, nationally accredited, industry recognised certification will be obtained.

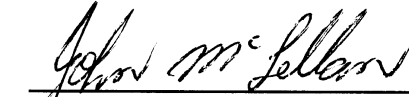
Management will ensure that a training-needs assessment is conducted, at least annually, to identify future training requirements. In addition, the company will provide support to any employee who wishes to advance their learning in a field, which is relevant to their position.

This support may include;

- Leave to attend training courses,
- Access to work areas and materials,
- Job rotation to new areas of operation, or
- Financial assistance with course fees.

J&S Drilling management will encourage and support staff who take on training courses provided that a commitment is made to complete the course.

06 June 2017

  
**John McLellan**  
Managing Director