



Environmental, Health and Safety Management System Framework

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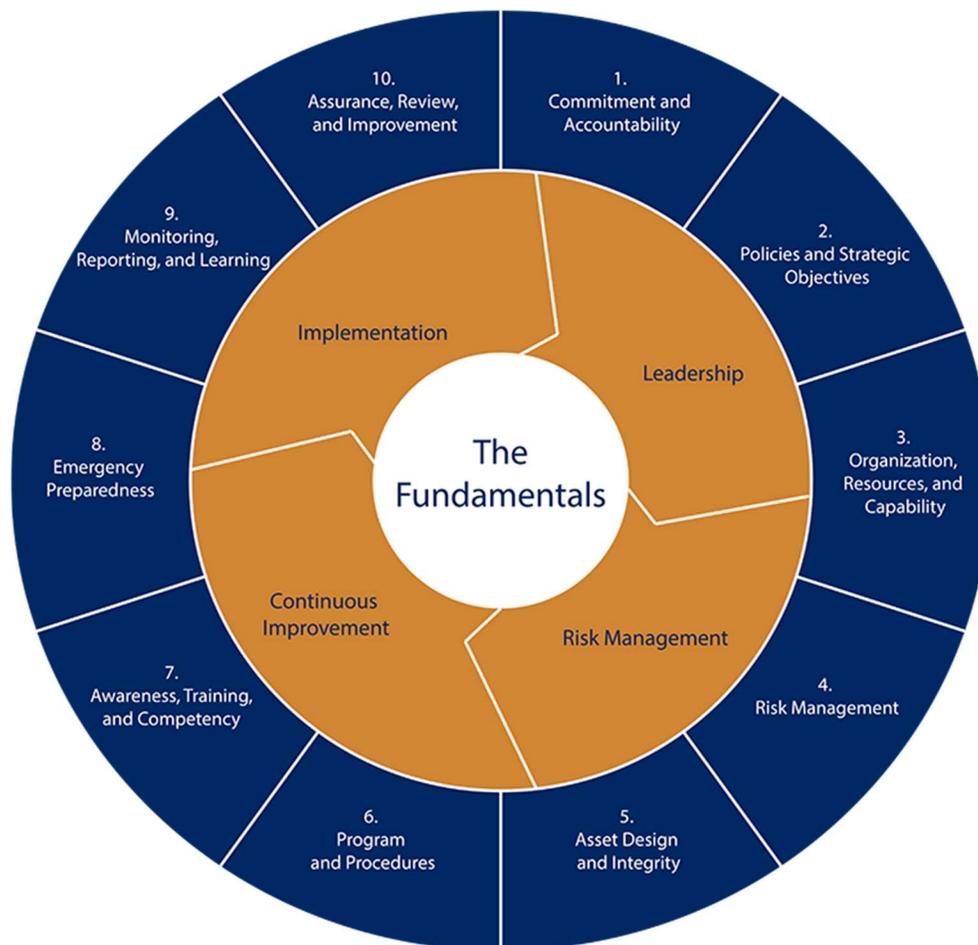
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Introduction

An Environmental, Health, and Safety Management System (EHSMS) is a systematic process to identify, assess, and manage the operational risks to the business, employees, contractors, stakeholders, and environment. The routine application of an EHSMS provides on-going identification, prioritization, and control of these risks.

This Management System Framework establishes a continuous improvement process for the implementation of the Environmental, Health, and Safety Vision, Policy, and Leadership expectations. It has four fundamentals focused on Leadership, Risk Management, Continuous Improvement, and Implementation, as shown in

Figure 1 EHS Management System Fundamentals and Elements



The system is comprised of the 10 individual elements described in this Framework. The elements are interrelated, and proper implementation of each element is essential for the effective functioning of the EHSMS.

1 Commitment and Accountability

Oasis Petroleum (“Oasis”) believes that no aspect of our operations is of greater importance than the safeguarding of our employees, contractors, the general public, and the environment. Oasis will strive to continually improve all aspects of Environmental, Health and Safety (EHS) protection. Our policy is to provide effective safety and environmental control procedures, to follow all applicable laws, and to protect the environment, contractors, and our employees.

Oasis is committed to be prepared to respond to emergencies that may result in harm to our employees, contractors, general public, and the environment. Oasis will strive to minimize the potential for harm resulting from our operations. We will continue to evaluate risk of new and existing work sites.

Oasis will endeavor to comply with all existing regulatory requirements pertaining to the environment, health, and safety of our employees and our operating areas. In addition, where necessary we will develop more stringent measures to protect the health and assure the safety of our employees as well as protect the environment.

- People are our core asset, protecting them is each of our responsibility. The prevention of losses to people or damage to the environment requires a combined effort on the part of all persons on Oasis work sites. Every employee and contractor should take a personal responsibility towards complying with good safety and environmental practices as a condition of their employment.
- It is the responsibility of every employee or contractor to Stop Work if they see or perceive an action that may result in an accident or damage to the environment and report this to Oasis management.

2 Policies and Strategic Objectives

The desired outcomes from the management system is to help the organization to maintain a healthy and safe workplace, protect the environment, and achieve compliance with applicable regulations. The purpose of the management system is to:

- Communicate the expectations and responsibilities for executing the deliverables of the EHS management system;
- Establish the structure for EHS documents such as policies, program requirements and procedures;
- Establish the process for addressing environmental, health and safety impacts associated with business activities; and
- Communicate the minimum required procedural steps for each EHS impact identified.

The framework of the management system is designed to have flexibility for the different business lines to have a set standard to follow and to produce fit for purpose tools and procedures that focus on their EHS impacts.

2.1 EHS Management System Document Structure

To support the alignment of content across the business, the EHS Management System documents will be tiered by levels with certain types of documents in each level.

- 2.1.1 Level 1 – These documents are applicable to all Oasis business lines. The types of documents residing at this level are EHS Policies, EHS Management System Framework, etc. Program Requirements can be applicable to an Oasis business line as needed.
- 2.1.2 Level 2 – These documents are applicable to the Oasis business line only. The types of documents residing at this level are EHS Procedures necessary to execute a specific work task safely (i.e., equipment specific Lockout Tagout Procedures, Confined Space Entry Procedure, Critical Lift Plan, etc.).
- 2.1.3 Level 3 – This information are forms, safe work practices, recommended practices, guidance material. The types of documents residing at this level are EHS Permits to Work, Shared Lessons, Forms or Checklist outputs from Procedures and general guidance material shared via webpage or EHS Alerts.

3 Organization, Resources and Capability

3.1 Leadership

The Oasis leadership approves the Safety and Environmental Policy Statement and the Vision Statement on EHS for the organization.

3.2 Management

The business line management teams provides appropriate and qualified resources to execute the requirements within the EHS management system's programs and procedures.

3.3 Environmental, Health and Safety (EHS)

The EHS function provides technical support and solutions for compliance to applicable regulations and compliance to the management system's requirements, maintains and updates the management system's documents, and reviews the EHS Management System Framework.

3.4 Employees

Employees will follow the requirements within the EHS management system's procedures and programs, communicate any EHS concerns to their direct supervisor, report all incidents to their direct supervisor and do no harm to the environment.

3.5 Contractors

Contractors will provide appropriate and qualified resources to execute their scope of work, ensure compliance to the Oasis Petroleum's EHS Minimum Requirements for Contractors, communicate any EHS concerns and report all incidents to Oasis' onsite management.

4 Risk Management

4.1 Each document within the EHS Management System is designed to controls risk in the workplace and comply with regulations. There will be several different methods in risk management due to the complex nature of our business. These methods may include details for assuring barriers are functioning as intended prior to starting work. These methods will include, but not limited to:

1. Process Safety Management (PSM)
2. Risk Management Plan
3. Process Safety
4. Change Management
5. Crisis Management

5 Asset Design and Integrity

As necessary, the Asset Design and Integrity element establishes standards and guidelines for implementation and maintenance of Asset Design and Integrity programs to ensure:

- Risks that are associated with operations, equipment failure or uncontrolled Loss of Primary Containment (LOPC) are properly managed
- Each business line has a clear understanding of its assets, degradation and failure mechanisms and their consequences and associated risks

6 Programs and Procedures

- 6.1 EHS Program Requirements shall detail the potential EHS impact and –the program steps that may be taken to mitigate the impact. It can also detail why mitigating the EHS impact is important to the business.
- 6.2 EHS Procedures will detail how to accomplish a specific task and who is responsible for completing these tasks.

7 Training and Competency

- 7.1 Training requirements will be embedded in each Program Requirements document when specific training on the topic is required.
- 7.2 Competency requirements will be established in the Program Requirement documents as needed. The methods of competency verification will be determined based on the complexity of the subject matter and applicable regulatory requirements.

8 Emergency Planning and Response

- 8.1 The minimum criteria for planning and responding to emergencies common to all business lines will be detailed in a dedicated Emergency Planning and Response Program Requirements document.
- 8.2 Specific requirements for emergency planning and response such as drills, rescue plans and other emergency protocols for programs such as Fall Protection, PSM and Confined Space Entry will be embedded in those program documents.
- 8.3 Emergency planning specific to Operations activities will be embedded in the Standard Operating Procedure for the service.

9 Monitoring, Reporting and Learning

- 9.1 The EHS management system will have Procedures (e.g., Incident Reporting, Safety Observation) that will detail how information is gathered, reported and shared.
- 9.2 As necessary, learnings from incidents, observations and nonconformance events will be shared across the business.

10 Review and Improvement

- 10.1 The overall EHS management system will be reviewed for effectiveness once every 3 years. Some Program Requirements and Procedures may require a more periodic review based on regulatory requirements.
- 10.2 The review will assess the strengths and weaknesses of the management system and determine actions for continuous improvement.

11 Definitions

Barrier	Technical, operational or organizational elements which are intended individually or collectively to reduce the possibility of a specific hazard, error or incident to occur, or which limits its impact.
Change Management	The process, tools and techniques used to manage change, including planning, validating and implementing change and verifying effectiveness of change.
Crisis Management	The process by which the business deals with a sudden emergency situation.
EHS	Environmental, Health and Safety.
Policy	A course of action set by an organization to achieve a desired outcome or to set a direction.
Procedure	A procedure is a documented series of steps or actions conducted in a certain order.
Process Safety	Process safety is a disciplined framework for managing the integrity of operating systems and processes that handle hazardous substances. It relies on good design principles, engineering and operating and maintenance practices. It deals with the prevention and control of events that have the potential to release hazardous materials and energy.
Process Safety Management (PSM)	A regulation promulgated by OSHA.
Program	A set of related measures or activities with a desired long-term desired outcome.
Risk Management	Coordinate activities to direct and control an organization with regard to risk.