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# HSE&C Initiatives and Programs

Each of Baker's Health, Safety, Environmental Management and Regulatory Compliance (HSE&C) initiatives and programs is designed to provide our personnel with the tools they need to perform their assigned duties in a safe, compliant, and environmentally friendly manner. Implementation of Baker's active programs promotes continuous improvement and a strengthened dedication to HSE&C excellence.

## **Employee Training**

Since proper training is a key to safe and responsible operations, Baker conducts a variety of training programs and competency assessments based on internal policies, customer requirements, and government regulations. From training programs designed especially for new employees to our annual computer-based training course for all Baker employees in the field, we provide our people with the training they need to make wise decisions when it comes to activities that affect their safety, the safety of those around them and the environment. In addition, Baker's competency assessment program is designed to determine each employee's ability to safely and effectively perform important work-related processes and activities. In those cases where an employee exhibits a need for additional knowledge or skills, we deliver targeted training based on the results of the assessment.

## **Audit Program**

Baker uses a multi-tiered audit system to ensure proper application of implemented HSE&C standards, practices and administrative controls.

## **Incident Management & Accountability Process (IMAP)**

Incident Management & Accountability (IMAP) is a comprehensive incident-tracking database that assists in the identification of at-risk behaviors through statistical reporting and trending. Through analysis of significant trends, the HSE&C team identifies at-risk behaviors to target in incident prevention campaigns.

## **Incident Investigation**

Baker uses the computer-based TapRoot® system to assist in determining the root cause of incidents so that our team can create effective improvement strategies.

## **Anonymous Submission of Safety and Compliance Concerns**

The Baker internal web site offers all Baker employees the opportunity to anonymously submit safety and compliance concerns for review by the HSE&C Manager. This is designed to make sure all employees feel secure and comfortable enough to bring safety and compliance issues to the attention of the HSE&C team.