

**TO DEVELOP LEADERS & SOLUTIONS THAT DELIVER LIFE
SUSTAINING ENERGY TO THE WORLD**

Integrity

We believe in doing the right thing, even if it is uncomfortable. Communicating honestly and following through with commitments.

Discipline

We take ownership. Holding ourselves and each other accountable to strive for perfection. Focused on the common goal.

Relentless Innovation

We challenge the norm in the never-ending quest for perfection. Fighting complacency at every turn and being creative with solutions.

Professional Development

We invest in the future of all employees. Providing pathways to both professional and personal growth. Challenging each other to be the best.

Family

We are our brother's keeper. Trusting each other and encouraging growth. We are **One Team - One Family**.

**H.E.A.D.S. U.P.
SAFETY MEETINGS**

- H.** HOLD UP!
- E.** ENGAGE THE CREW
- A.** ASK QUESTIONS
- D.** DOUBLE CHECK EQUIPMENT
- S.** STOP! VERIFY UNDERSTANDING
- U.** UNDERSTAND YOUR ROLE
- P.** PERFORM WORK ACCORDING TO THE PLAN



QUALITY IS HOW WE WORK

The **QUALITY MANAGEMENT SYSTEM** manages all processes from job order through metric tracking, as well as equipment maintenance and certification, with the goal of reducing downtime and completing our work effectively without incident. **DWS** is the **ONLY** snubbing company in North America certified to **API Q2** and **ISO 9001:2015**

TRAINING IS KEY

Competency-Based Training Program is Certified by the **International Association of Drilling Contractors (IADC)**

- Field competency checklists
- Written exams require 80% score to pass
- Skills verification on our snubbing simulator
- Hands-on training facility with test well
- Workshops
- Courses



**DID YOU
KNOW?**

**OVER 75% OF
INCIDENTS CAN
BE PREVENTED
WITH HANDS OFF
ENGINEERING**

**WHAT HAVE WE DONE
ABOUT IT?**

- Finger Savers & Push Pull Devices
- Eliminating non-essential tasks utilizing hands
- Mandatory communication practices
- Field Supervisors support multiple rigs & units
- Coaching and mentoring on-site
- Weekly operational and safety audits
- Dedicated Safety Managers to support Field Supervisors