

Callon Petroleum Company Safety And Environmental Policy

CALLON PETROLEUM is committed to conducting our business safely, responsibly, and in an environmentally sound manner by adhering to our Principles of Operational Excellence. Operational Excellence starts with visible and active leadership engagement and is a responsibility shared by everyone. All employees and contractors are expected to adhere to CALLON PETROLEUM's Principles of Operational Excellence and by doing so we can achieve our business goals safely, reliably, and without incident. Callon seeks to continuously improve performance and we firmly believe that all incidents are preventable with diligent pre-job planning to assess and mitigate risk, clear lines of communication, and with measures in place to promptly respond to change or unexpected events.

CALLON PETROLEUM's Principles of Operational Excellence

- *Our ethics, attitude, and actions will clearly communicate our high regard to safety, health, and environmental performance and respect for the communities we operate in. Compliance with all applicable rules and regulations is the minimal expectation to conduct work.*
- *Through active and visible leadership engagement we will drive improvement by seeking input, monitoring performance, and learning from our mistakes.*
- *Employees will be provided with the training and resources necessary to instill personal ownership and motivation to achieve Operational Excellence.*
- *Risks associated with our work activities will be assessed and work practices, procedures, and/or contingency plans communicated and implemented to reduce the risk to an acceptable level or the work will not be performed.*
- *Workers will communicate openly and honestly regarding safety, health, environmental, or security concerns. Every worker has the RIGHT AND DUTY TO STOP WORK if an unsafe condition or work practice is observed and will only continue when conditions are made safe.*
- *Workers will adhere to safe work practices and procedures and comply with safe work permits for all permit required work activities. Each of us has the responsibility for our own safety and the safety of those working around us.*
- *When there are unexpected changes in the work scope, the work will be stopped to assess the change and time allowed to evaluate and mitigate any new risk.*
- *Always operate within equipment design and operational limits and in a safe and controlled condition. Ensure safety devices are in place and functioning. Defer to expertise in decisions that affect procedures and equipment.*
- *All near misses and incidents will be reported and investigated to determine the cause and identify meaningful and sustainable corrective actions to prevent reoccurrence.*
- *We will hold all employees and contractors accountable for their actions and adherence to our Principles of Operational Excellence as a condition of employment.*

Joseph C. Gatto Jr.

President & CEO, Callon Petroleum