



Key Responsibilities for Whiting Contractors and Subcontractors

Whiting Oil and Gas Corporation (Whiting) is dedicated to protecting the health and safety of all personnel on its locations and the environment in which it conducts business. Maintaining Environmental, Health and Safety (EH&S) excellence is a responsibility shared by all those working with Whiting, including Whiting's contractors and consultants. Despite operational urgency, work shall not be conducted at the expense of personnel health and safety or the environment. To meet this expectation, contractors shall follow their company's safety programs as well as Whiting's applicable EH&S Standards. Effective communication is a core value at Whiting and is a key component to EH&S performance. Pre-job planning and coordination must take place with appropriate personnel prior to commencement of work on location.

HEALTH AND SAFETY SECTION

At a minimum, contractors shall ensure their employees and subcontractors:

- Performing services on locations in North Dakota and Montana have completed *the ONE BASIN – One Way* orientation. For services performed outside North Dakota and Montana, either orientation is required: **Safeland USA** or **IADC RigPass**.
- Examine, understand and comply with all local, state and federal health and safety laws, rules, codes, standards and regulations applicable to its services. In addition, contractors are expected to understand and follow all Whiting requirements to ensure worker safety and compliance.
- Maintain written health and safety standards/practices and effectively communicate those standards/practices.
- Provide Whiting the right of access to audit all aspects of health and safety compliance.
- Ensure all employees are adequately trained for the duties he/she is expected to perform and for the applicable hazards he/she may encounter. There may be additional training requirements specific to each individual Whiting asset and the services of which the contract company is engaged.
- Provide appropriate records of training to Whiting or Whiting's Representative upon request.
- Provide and train employees on appropriate personal protective equipment (PPE) and any other requisite safety equipment to conduct the work. The minimum PPE required on Whiting locations include: ANSI approved safety toed footwear, hard hats and safety glasses with side shields. In addition to the minimum PPE requirements, Whiting's Northern Rockies and Redtail Regions require 4-gas monitors and flame-resistant clothing (FRC). Contractors shall provide additional PPE as required or stipulated by a proper PPE hazard assessment.
- Ensure all operating equipment used on Whiting locations is in compliance with appropriate manufacturer and regulatory standards and is properly maintained, inspected and operated in a safe manner by trained personnel.
- Immediately report to a Whiting Representative all near-hits, security concerns or incidents resulting in injuries, illnesses, fires, property damage or environmental spills or releases and complete a thorough investigation.
- Report and correct all observed unsafe acts and conditions along with potential hazards to Whiting.
- Understand the use or possession of illegal drugs, legal drugs used illegally or drug paraphernalia by anyone while on Whiting owned or leased property is strictly prohibited. The use or possession of alcoholic beverages, firearms or weapons is also prohibited. All persons and vehicles on Whiting owned or leased property is subject to search, including drug and alcohol screening/testing, at any time.
- Enroll in the drug and alcohol compliance monitoring system TPS Alert if providing services on Whiting locations. Acknowledge and commit to the specific expectations and requirements Whiting has established by adopting the Whiting Contractor Drug and Alcohol-Free Workplace Policy Addendum.



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ENVIRONMENTAL SECTION

At a minimum, contractors shall ensure their employees and subcontractors:

- Examine, understand, and comply with all federal, state and local environmental laws, rules, standards, and regulations applicable to its services. In addition, contractors are expected to understand and follow all Whiting requirements to ensure environmental compliance.
- Maintain written environmental standards/practices and effectively communicate those standards/practices to its employees and subcontractors. All contractors, contractor employees and contractor subcontractors or its agents shall provide Whiting the right of access to audit all aspects of environmental compliance during normal business hours.
- Maintain good housekeeping practices at the site to prevent safety and environmental hazards.
- Utilize good air quality practices applicable to the task or operation being performed (e.g., re-latch thief hatches after opening, minimize release of hydrocarbons to air, minimize combustion emissions, minimize dust generation, ensure all air pollution control devices will never be bypassed and are functioning properly).
- Prevent spills and releases.
- Immediately report all spills to water and/or soil to the appropriate Whiting representative.
- Properly handle and dispose of any spilled material and contaminated soil.
- Properly manage and dispose waste in an environmentally sound manner. Contractors and subcontractors shall ensure all waste is properly contained and labelled until final disposition and ensure disposal is made at Whiting-approved disposal facilities that are at a minimum permitted and licensed to handle the waste at issue.
- Follow all federal, state, or local regulations and maintain Whiting-required documentation when handling waste. Contractors and subcontractors are not to mix exempt (RCRA Subtitle C) waste with hazardous and non-exempt waste.
- Do not bring hazardous waste to Whiting facilities. Contractors shall alert the appropriate Whiting representative if a process generates or potentially generates hazardous waste.
- Upon request, provide the appropriate Whiting representative with documentation certifying that waste has been stored, shipped, and properly labelled in accordance with federal, state, or local shipping and storage regulations to ensure proper disposal.
- Read, Review and Comply with Whiting's Stop Work Authority (see attached).

Should any doubt arise as to the meaning or interpretation of these responsibilities the contractor must consult with their Whiting representative or a member of Whiting's EH&S Department.



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Whiting Oil and Gas Corporation

Stop Work Authority Policy

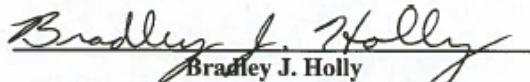
Whiting Oil and Gas Corporation (Whiting) is dedicated to protecting the Health and Safety of all personnel on its facilities and the environment in which it conducts its business. Each Employee, Consultant, Contractor, Third Party Service Provider, or Visitor has a responsibility to contribute to a safe and healthful workplace and to protect the environment. Whiting believes that Health, Safety, and Environmental goals do not conflict with economic goals.

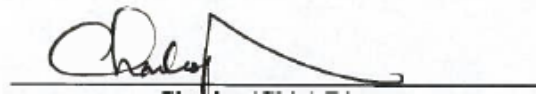
At Whiting, we expect that our Employees, Contract Personnel, and Third-Party Service providers will act in a manner that is consistent with the above expectations. Stop Work Authority (SWA) is one of many tools to be used to meet these goals.

This SWA Policy grants all personnel on a Whiting site, facility, location, or property the Right, Responsibility, Obligation, and Authority to stop any work or actions that are unsafe to personnel, equipment, or that if continued may damage the environment. Once invoked, and safe to do so, it is expected that the activity or task in question will be stopped and reviewed by those performing the work, their immediate supervisor(s), and the appropriate Whiting representative on site, to determine if the SWA is warranted. Appropriate actions will be taken to remove the hazard(s) or prevent environmental damage. Persons or groups invoking the SWA will communicate the reasons for the SWA to Whiting's representative to better understand why or how the hazards can be mitigated.

Invoking a SWA by ANYONE on a Whiting location will not be considered a negative action and there will be no retribution to the person or company for which that person works. No person will be expected or coerced into performing work they consider unsafe or damaging to the environment.

This policy applies to all Whiting operations and shall be distributed to and periodically reviewed with Whiting Employees and active consultants and contractors.


Bradley J. Holly
Chairman, President & Chief Executive Officer
Whiting Oil and Gas Corporation


Charles (Chip) Rimer
Chief Operating Officer
Whiting Oil and Gas Corporation