



Santos

Health and Wellbeing

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Overview

- Scorecard
- Santos People
- Health and Wellbeing Program



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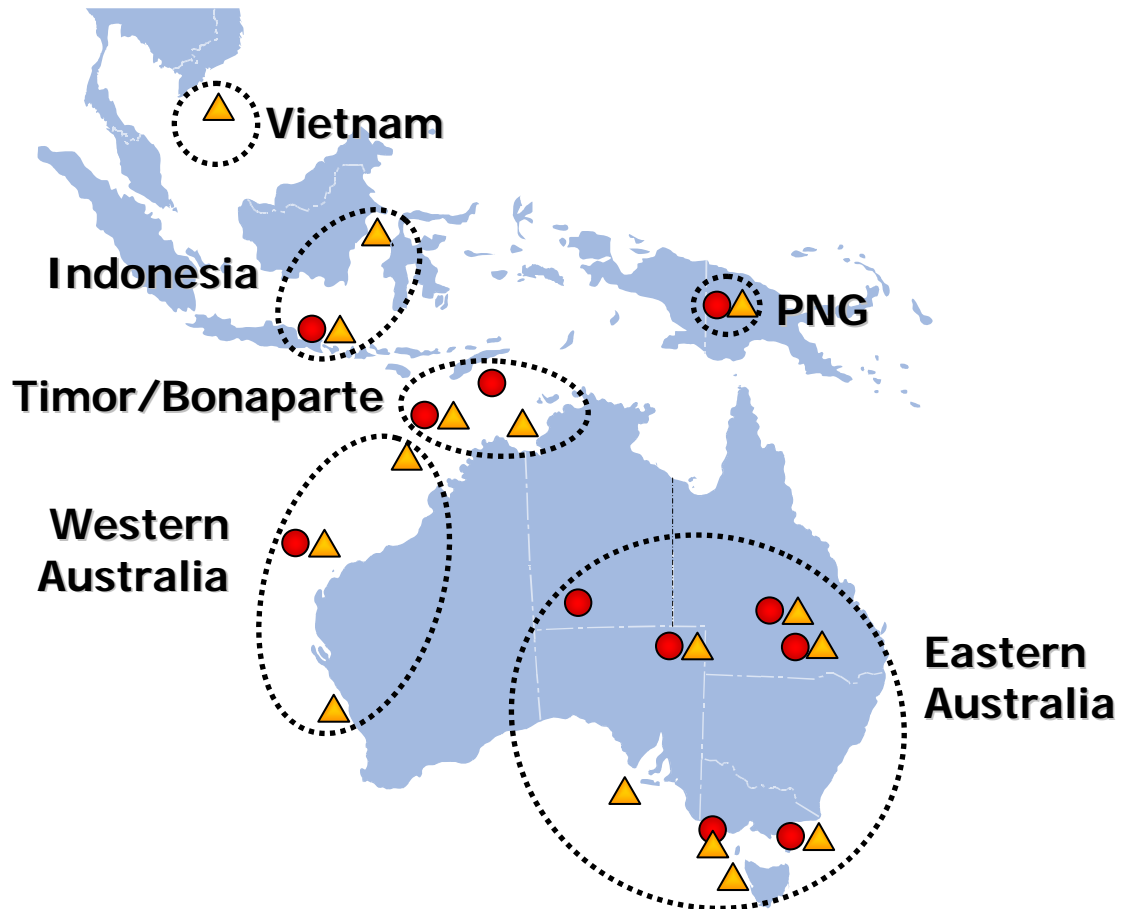
Health & Wellbeing

A rough scorecard for the past 2 ½ years.....

- Average 4200 people participate in health activities each year
- Approx 1 tonne of weight lost through Santos program
- 750+ active gym users in field and office
- Over 1600 health checks over past 2 years
 - 2008 program just started
 - Follow-up doctor referrals
 - Health issues and illnesses detected and treated
- Over 6600 random drug & alcohol tests over past 18 months
 - Low failure rate – much lower than community data
- 200+ people have used the Employee Assistance Program

Santos Operations

Operating in remote locations across Australia and internationally....



Legend

- ▲ Exploration
- Production

Santos People

- 2000 employees
 - 1200 office based
 - 800 field based
- 4000+ contractors
 - Mostly field based
- Average employee age ~ 50
- Mostly male workforce
- Fly-in / Fly-out operations
- Travel



Environment, Health & Safety (EHS)

Santos has an integrated approach to manage EHS...

- Safety

- Health

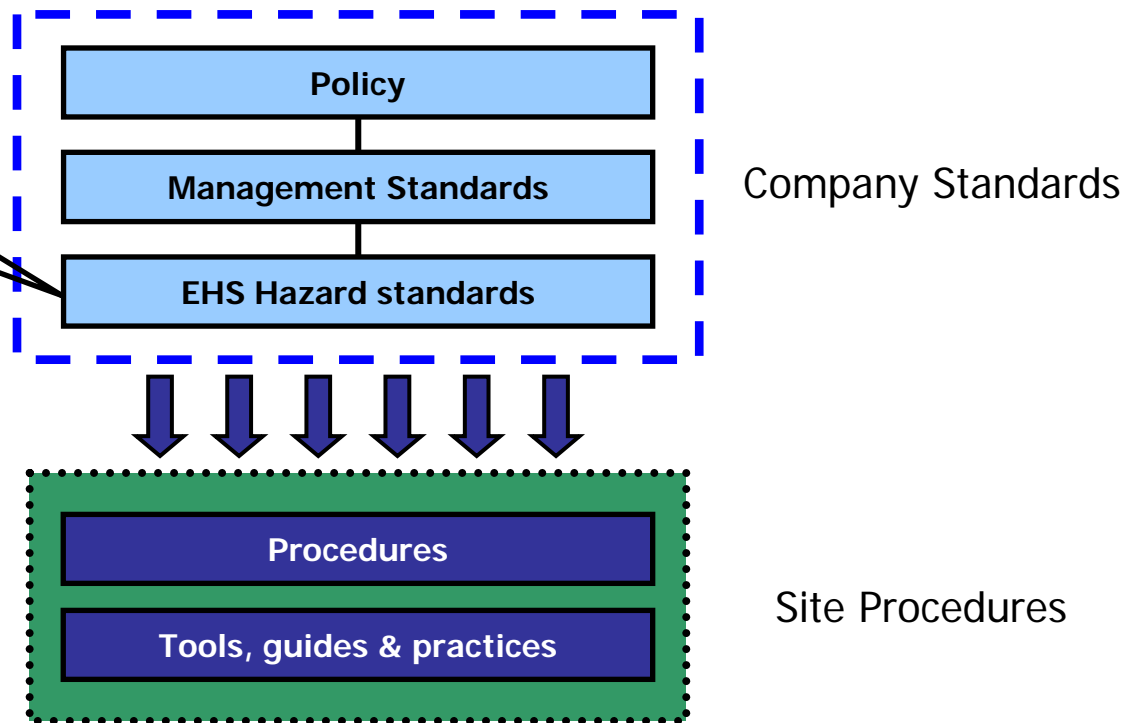
- Environment

- Cultural Heritage

- Greenhouse

- Sustainability

- Security

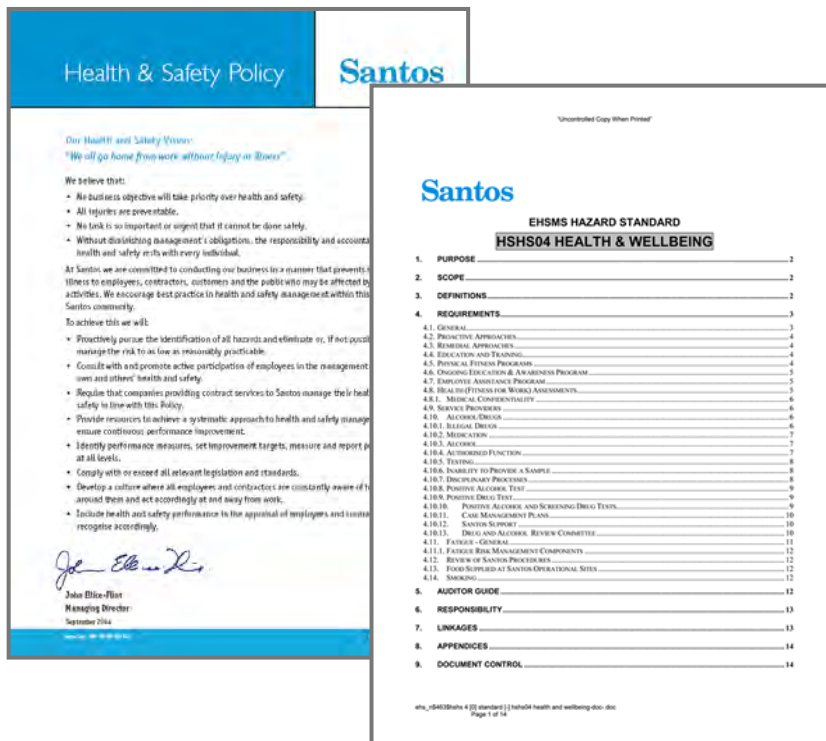


...which provides guidance to all employees & contractors

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Health & Wellbeing

Santos' Health & Wellbeing Program is about creating an environment where people make informed choices.....



...to achieve and maintain a healthy lifestyle and fitness for work

Activities

Creating an environment where people make informed choices.....

- Health education and engagement
- Health checks
- Employee assistance programs
- Fatigue awareness and management
- Alcohol and drug policy
- Alcohol and drug testing



Management of health and wellbeing is a joint responsibility.....

Standard – Prevention Strategies

Prevention strategies aim to empower personnel to make informed choices and self-manage their lifestyle and fitness for work

- Education & awareness programs eg nutrition, men's and women's health, fatigue, drugs & alcohol
- Physical fitness programs eg gyms or subsidy, access to programs/advice
- General strategies eg supply of healthy food options



Standard – Prevention Strategies

- Health assessments/medicals
- Employee Assistance Program (EAP) – Access to a confidential counselling service
- Fatigue management program – Review of work schedules, education on sleep and fatigue risk management



Standard – Remedial Strategies

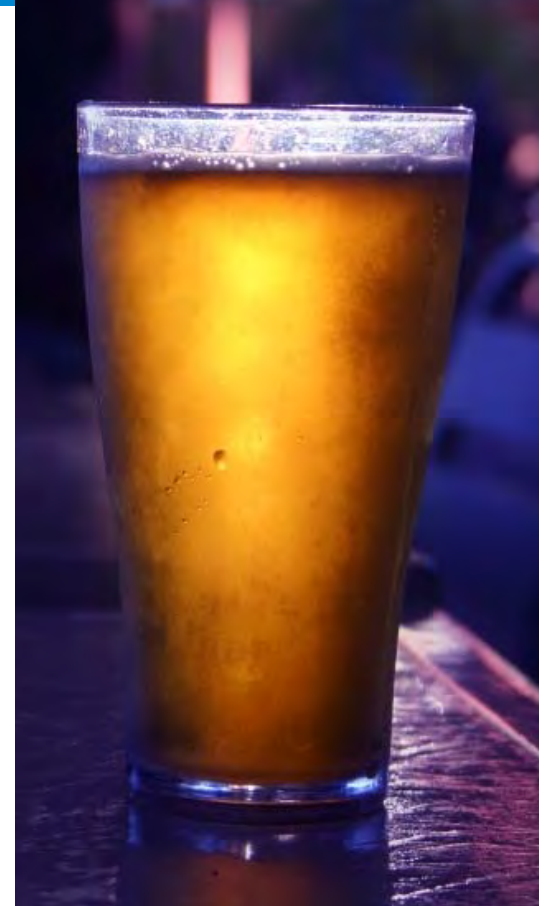


**ZERO TOLERANCE OF THE USE OF
ILLEGAL DRUGS AT SANTOS PREMISES**

Sale, possession or distribution of illegal or unprescribed controlled drugs is prohibited at Santos premises and shall result in disciplinary action.

Standard – Remedial Strategies

- Alcohol testing using breath analysis, with limits of:
 1. 0.00% BAC when at work in field locations and for designated positions in field and non-field locations; and
 2. < 0.05% BAC when at work in non-field locations
- Drug testing using urine analysis following AS/NZS4308
- Positive test results will lead to a disciplinary process
- Strong emphasis on rehabilitation and management support



Starting a Health & Wellbeing Program

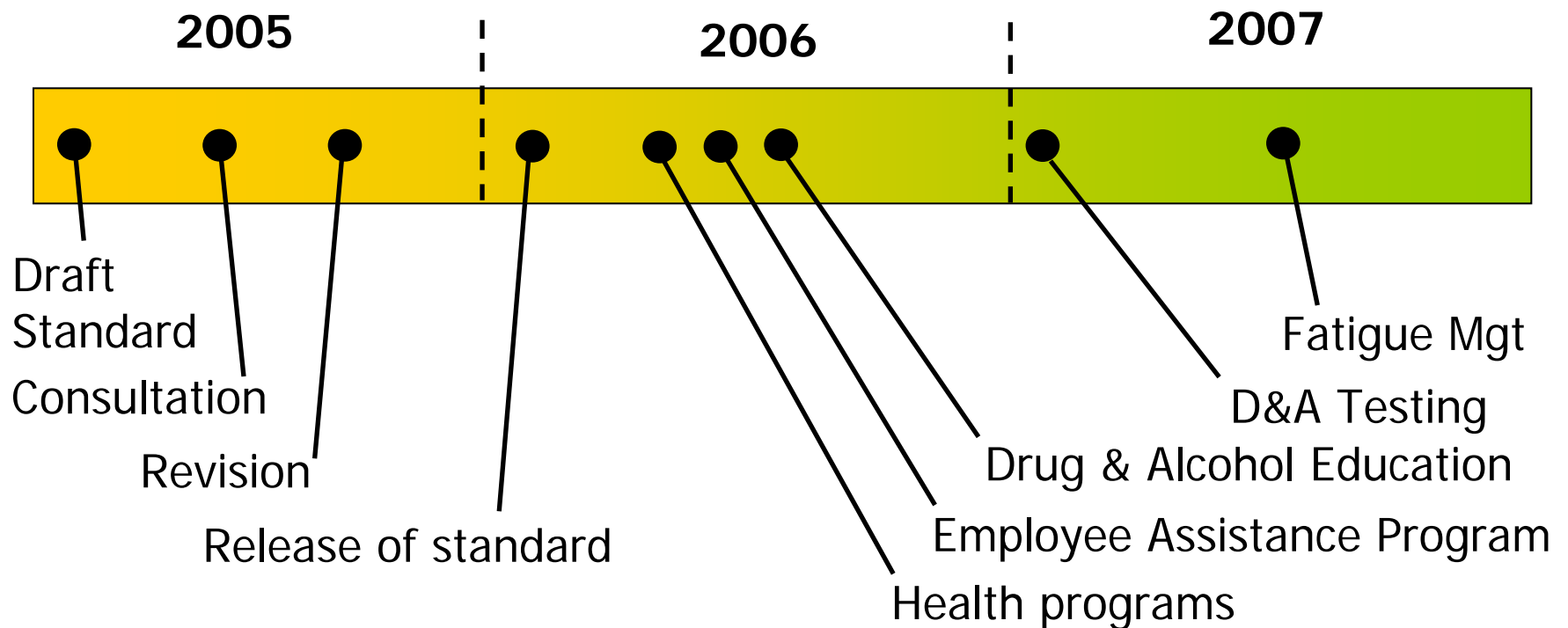
- Benchmarking
- Surveys
- Profile of our people
- Budget
- Sourcing experts & providers
- Key performance indicators (KPI's)
- Co-ordinated program



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Implementation Plan

The generation of an effective program takes time....



...most spent on gaining understanding & acceptance

Consultation and Communication

- Formal roll-out commenced in January 2006
- Letter from Managing Director to all staff
- Video and information pack cascading from senior management



HSHS04
Health and Wellbeing
Video Information Pack



February 2006

Implementation

Selection of a Health and Wellbeing Provider....

- National provider
- Tender with scope of works:
 - Health and Wellbeing Expos
 - Health checks
 - Manage gym and programs
 - 12 month plan - calendar of activities
 - Reporting & KPIs
 - Marketing and promotion



Successes so far

Creating an environment where people make informed choices.....

- Health education and engagement
- Coordinated gym programs – office & field
- Gym subsidies
- Health expos – most offices & field sites
- Health checks
- Programs - quit smoking, walking competition, Weight Watchers
- Men's and women's health
- Nutrition and exercise



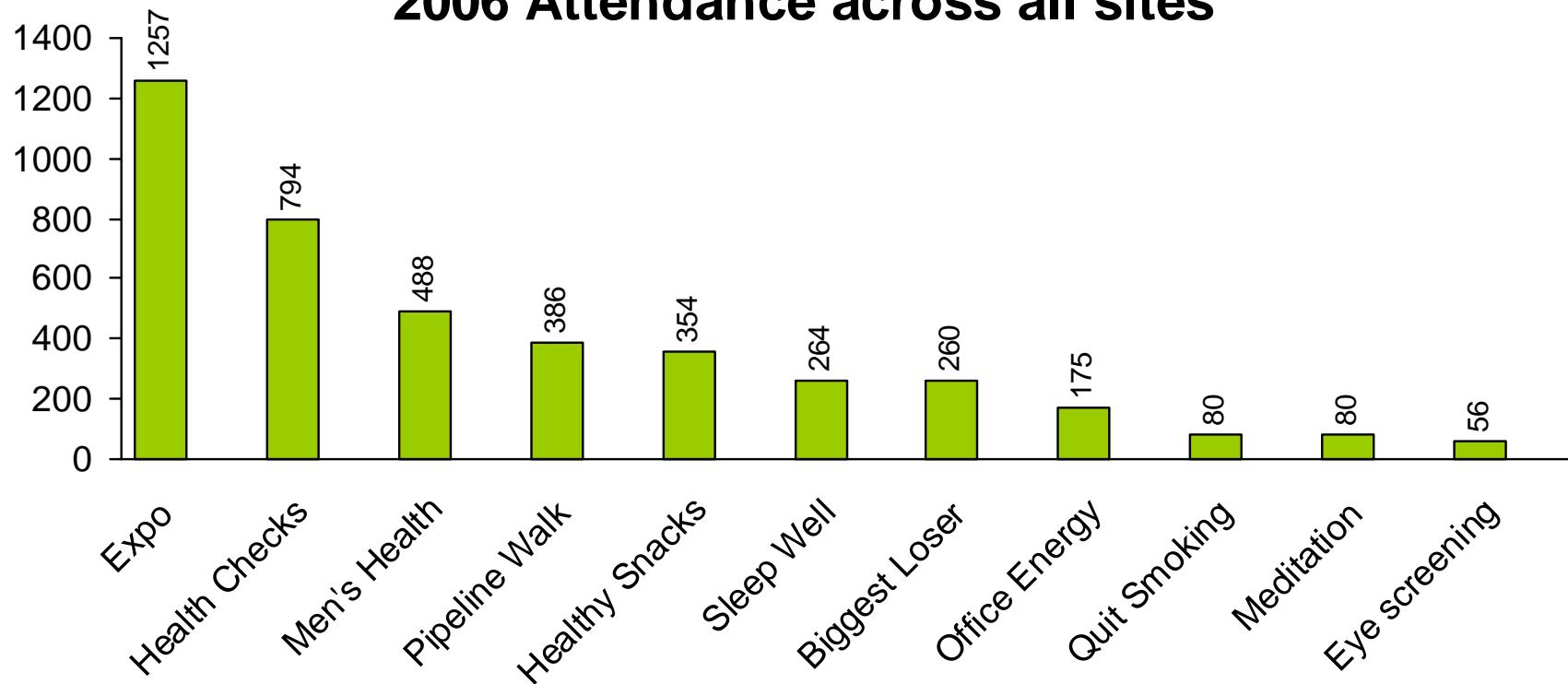
What is the Santos Health Check?

- **Weight:**
 - Body Mass Index (BMI) -ratio weight/height: 25 =overweight; 30+ =obese
 - Waist circumference
 - Waist to hip
 - % Body fat
 - Blood pressure
 - Blood glucose (diabetes indicator)
 - Cholesterol
 - Dietary habits
 - Smoking
 - Flexibility (touch toes)
 - Abdominal strength (1 sit-up)
- Risk factors for:
 - Heart disease
 - Cancers
 - Stroke
 - Diabetes
 - High blood pressure
 - Osteoarthritis
 - Serious illness & disease
- } Risk factor for injury

Successes so far

Creating an environment where people make informed choices.....

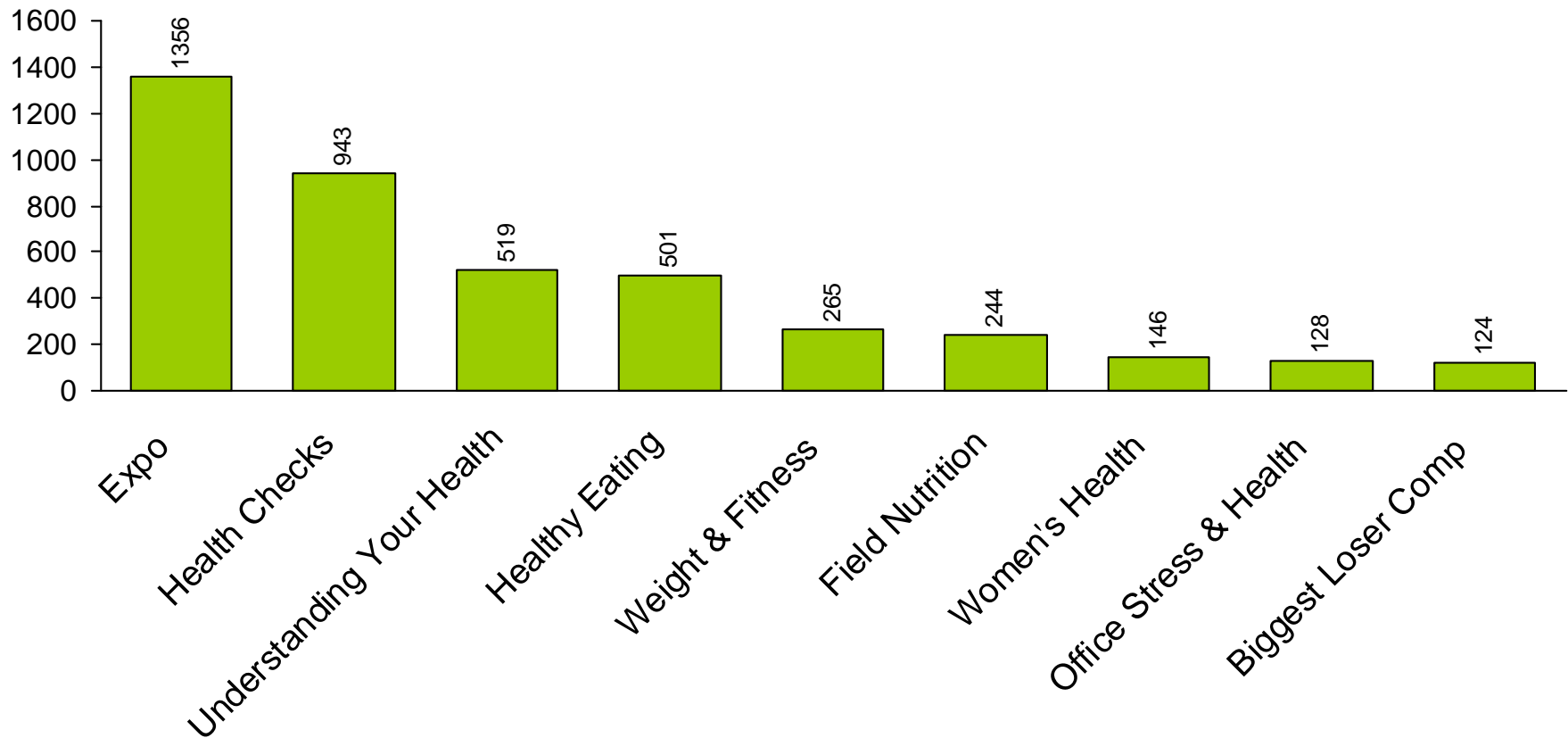
2006 Attendance across all sites



Successes so far

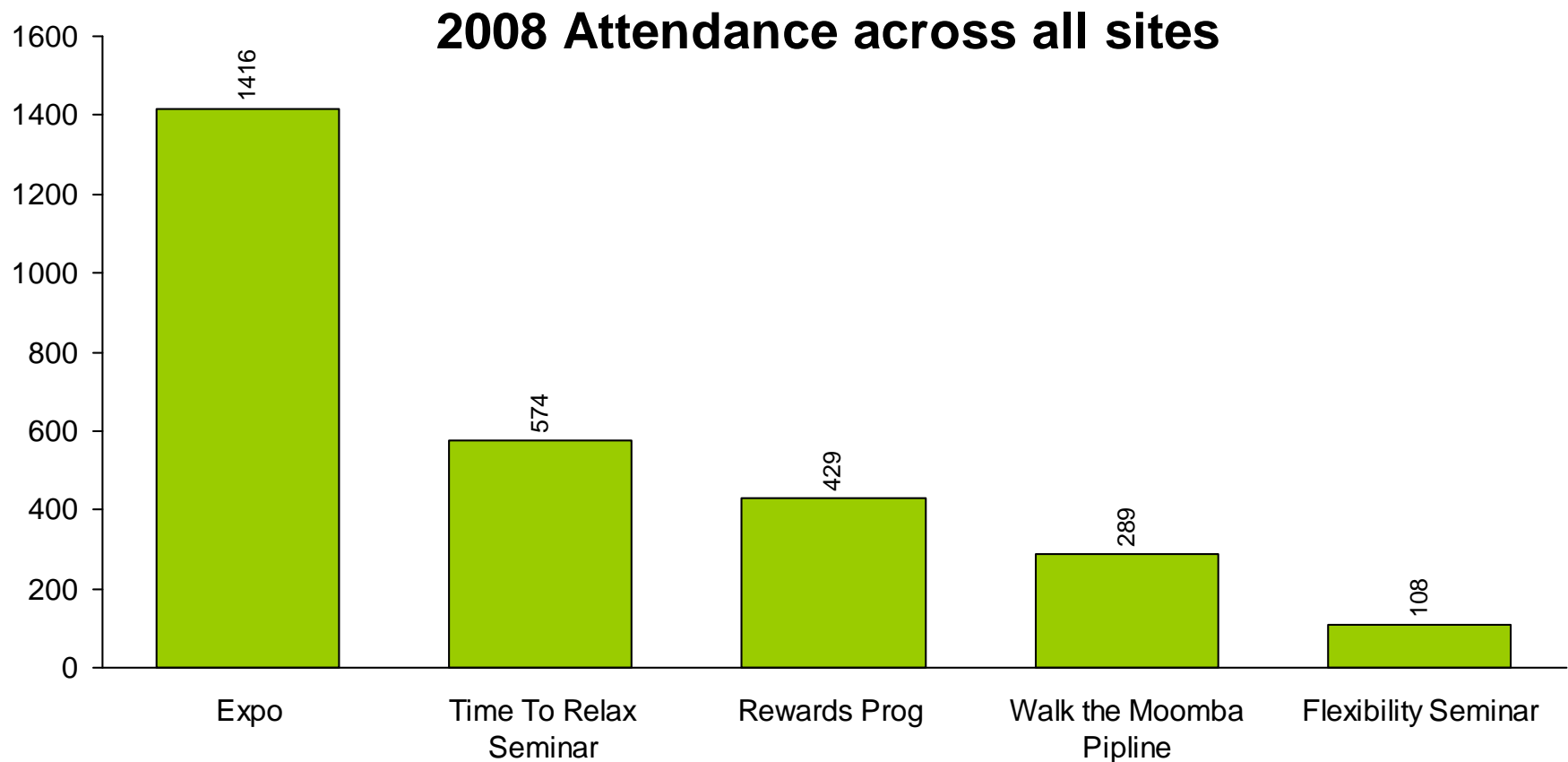
Creating an environment where people make informed choices.....

2007 Attendance across all sites



Successes so far

Creating an environment where people make informed choices.....



Successes so far

Creating an environment where people make informed choices.....



Office based



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Successes so far

Creating an environment where people make informed choices.....



Field based

Implementation

Drugs and Alcohol

- Drug and alcohol education
- Establishment of a Drug and Alcohol Testing committee
- Selection of external provider to conduct random testing
- Procedures
- Introduction of random, post incident and for cause



Successes so far

- Education and information
- Drug and Alcohol Review Committee
- Random testing - very low failure rate
- Communication of results



HSHS04
Health and Wellbeing
Drug and Alcohol Testing
Information DVD

November 2006

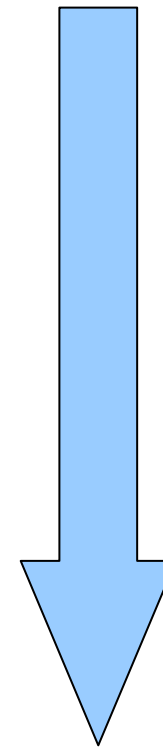
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Fatigue Risk Management (FRM)

A project is currently underway to understand and manage fatigue risk.....

The FRM project has 6 phases:

- Awareness DVD & Roster Analysis
- FRM Working Group
- Data Collection
 - Sleep diaries
 - Questionnaires
- Design and Implement FRM Guidelines
- FRM Training for High-Risk Groups
- FRM Training Package



Awareness
Information
Consultation
Direction
Implementation
• Training
• Monitoring

Key Learnings

- Consultation and communication
- Development and implementation takes time
- Support from senior management
- Understand your employees - age, sex and culture of organisation
- Program for everyone – it is not just about the gym!



Key Learnings

- Start with prevention programs and education
- Focus on positives of the program – people have lost weight, have healthy eating habits and exercise
- Measure – baseline health checks, lifestyle questionnaire, participation rates
- KPIs to check that objectives being achieved



Finally...what is your real age?

A passer by noticed an old lady sitting on her front step: “I couldn’t help noticing how happy you look! What is your secret for such a long, happy life?”



What is your real age?

“ I smoke 4 packs of cigarettes a day. Before I go to bed I have a joint. Apart from that I drink a bottle of Jack Daniels every week and eat only junk food. On weekends I party, pop a few pills and do no exercise”



“That is fantastic how old are you?”

“Twenty Four”

Take Away Message

- You can ADD years to your life by improving your:
 - ✓ Health (eg blood pressure)
 - ✓ Diet (eg Mediterranean diet)
 - ✓ Exercise (30 minutes/day)
 - ✓ Sleep 6-8 hrs/night
 - ✓ Relaxation (daily)
 - ✓ Laughing (daily)
 - ✓ Relationships (3 close friends/family)

