

THIS IS AN AUDITABLE DOCUMENT FOR THE EXTERNAL/ THIRD PARTY HSE AUDITORS NOMINATED BY THE PREQUALIFIED CERTIFICATION BODY AND FOR THE OGDCL's INTERNAL (QUALIFIED) HSE AUDITORS UNDER THE CODE OF CONDUCT DEFINED BY INTERNATIONAL ORGANIZATION FOR STANDARDIZATION (ISO).

Oil & Gas Development Company Limited's I N T E G R A T E D H S E SYSTEM MANUAL

A Manual Based on the Latest Revisions of ISO14001, ISO45001, ISO31000, ISO50001, Guidelines of The International Association of Oil & Gas Producers (now IOGP and formerly known as OGP) and Process Safety & Risk Management (PSRM) Model

ORIGINAL ISSUE JUNE 25, 2007
THIS REVISION NOVEMBER 21, 2025 (FINAL)





Oil & Gas Development Company Limited

**Policy Department
Head Office, Islamabad

No. AAO102-16 (HSEQ)

02nd December 2025


Subject: REVISION OF OGDCL'S INTEGRATED HSE SYSTEM MANUAL
(REV#09)

This is in continuation to our letter of even number dated 01st August 2022 on the aforesaid subject, MD/CEO has been pleased to revise OGDCL's Integrated HSE System Manual (Rev#09) and the same is forwarded for information & compliance by all concerned.

02. This supersedes all previous letters on the subject and applicable with effect from 28th November 2025.

Attachment:

OGDCL's Integrated HSE System Manual (Rev# 09)


(Ghulam Saqlain)
Chief HR Officer (Policy)
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Distribution:

All Heads of Departments
All Location Incharges

Distribution List

Preamble

Terms & Definitions

Context

Leadership

Planning

Support

Operation

Performance Evaluation

Improvement

- **Board of Directors (BOD)**
 - Company Secretary
 - GM/ Chief Internal Auditor
 - Managing Director (MD)/
Chief Executive Officer (CEO)
 - **GM (HSEQ & RM)**
 - **ED HR/Admin**
 - GM (HR)
 - GM (Admin)
 - GM (Security)
 - InCharge (OGTI)
 - **ED CA/LS**
 - GM (LS)
 - GM (CA)
 - GM (CSR)
 - GM (Commercial)
 - **Chief Operating Officer (COO)**
 - **ED Exploration**
 - GM (Prospect Generation)
 - GM (Geological Services)
 - GM (Geophysical Services)
 - **ED Petroserv**
 - GM (Drilling Operations)
 - GM (Drilling Services)
 - GM (C&ESS)
 - **ED Production**
 - GM (Production)
 - GM (P & P)
 - GM (Projects)
 - GM (PE&FD)
 - **ED Reservoir Management**
 - GM (Reservoir Management)
 - GM (Geology & Geophysical)
 - **ED BD & JV**
 - GM (JV)
 - GM (BD)
 - **Chief Financial Officer (CFO)**
 - Chief Information Officer (CIO)
 - GM (Finance)
 - GM (Accounts)
 - GM (Treasury)
 - **ED Services**
 - GM (SCM)
 - GM (Material Management)
 - Manager (Land)