

Health, Safety and Environmental Policy

Safety of our employees, communities and the environment is the top priority.

The Company takes the health, safety and security of our employees, contractors, customers and neighbours very seriously.

Our commitment to health, safety and environment is founded in our company values. These values are put into action every day. Our people are dedicated to making the Company an exemplary corporate citizen for our work force as well as local communities, First Nations and indigenous communities, regulators and government.

The Company is committed to achieving health, safety and environmental excellence throughout our entire organization by:

- Leadership and culture. We require a high level of commitment to health, safety and environment, not only from our management and employees, but also from our suppliers, contractors, visitors and guests. We will be leaders based on a culture founded on integrity and respect.
- Corporate management. Management is focused on ensuring that health, safety and environment is our highest priority. Such management focus helps ensure that we comply with or exceed regulatory requirements. If operational results and safety ever come into conflict, our employees and contractors have a responsibility to choose safety and management will support this choice.
- Community communication and stewardship. Corporate sustainability and responsibility activities will be collaborative, reward-based, performance-driven, integrated, diversified, and scalable.

We have a responsibility toward people and the environment. We expect it, and our investors and stakeholders expect it. This commitment will ensure the long-term success of the Company.

Commitment

Our commitment is to work continuously toward excellence through a process of “plan, do, check, act” by:

- designing and maintaining hazard-free offices and operations
- implementing effective and responsible work processes and procedures based on applicable standards, regulations, industry best practices, and manufacturer’s specifications
- ensuring all personnel are trained and competent, and have the necessary tools to work safely
- supporting hazard, near miss and incident reporting and investigation, and ensuring corrective actions are taken
- responding promptly and effectively to emergencies in order to minimize the consequences
- procuring sustainable materials, recycling or reusing materials when possible
- conserving and being a responsible steward of natural resources
- continuously improve health, safety and environment efforts by regularly reviewing program effectiveness
- reporting results internally and externally

A handwritten signature in black ink, appearing to read "Alfred Sorensen", with a long horizontal line extending to the right.

Alfred Sorensen
Chief Executive Officer