



HEALTH, SAFETY & ENVIRONMENTAL POLICY

Painted Pony Energy Ltd. is committed to ensuring a safe and healthy workplace for our workers and to protecting the public and the environment. We believe that work-related injuries, illnesses, property losses and adverse environmental impacts are preventable. To fulfill this commitment, we will:

Take Leadership and Be Accountable

- Give health, safety and environmental considerations equal status with our other business objectives and integrate health, safety and the environment into all aspects of our work.
- Ensure our executives and managers demonstrate leadership on health, safety and environmental matters through direct and regular engagement with our workers and by being a visible presence on all worksites.
- Hold supervisors accountable for promoting a safe and healthy workplace, protecting the environment and recognizing the right and responsibility of workers to reduce unsafe work.
- Hold workers accountable for being fit for work at the beginning and throughout their shifts and when on call.
- Hold contractors and third parties accountable for having their own health, safety and environmental standards and adhering to ours, and audit contractor systems and procedures to ensure they are adequate.
- Develop and maintain health, safety and environmental rules and safe work standards that meet or exceed applicable legal, regulatory and industry standards.
- Encourage worker and employer representatives to work together to identify and solve health and safety problems at our worksites, establishing Joint Health & Safety Committees or Health and Safety Representatives. Consult with such committees and representatives in identifying and responding to health and safety concerns and hazards, developing health and safety policies and developing and promoting education and training programs.

Educate and Train

- Inform our workers of this Policy, and make it available at all of our worksites.
- Provide our employees with sufficient training, resources and systems as well as access to information on how to comply with applicable health, safety and environmental laws and standards.
- Develop, implement and manage a system of accountability, at all levels, for health, safety and environmental roles and responsibilities.

Concentrate on Prevention

- Work to continuously monitor and improve health, safety and environmental performance.
- Only start work after confirming that essential health, safety and environmental protection systems are in place and willingly suspend activities if health, safety or the protection of the environment would be compromised.
- Encourage supervisors and workers to be individually responsible for identifying and eliminating hazards, preventing injury to themselves and others, and preventing adverse environmental impacts.
- Provide and maintain properly engineered facilities, plants and equipment.
- Minimize waste generation, air emissions and other discharges from our activities to the environment.

Be Prepared

- In the event of an incident, have emergency response procedures and systems in place to respond and recover.

Let's work together to ensure workers get home safely and to protect the public and the environment.

Patrick Ward
President and Chief Executive Officer

Mike Backus
Vice President, Operations and Development