

1 Management Leadership and Organizational Commitment

1.1 Company Health and Safety Policy

Cinch Oilfield Hauling Ltd. Is committed to achieving and maintaining an incident free workplace. We will strive to be a leading performer in our industry with management commitment to health and safety including physical, psychological, and social well-being of our personnel, subcontractors, and customers as a priority.

In ensuring the integration of health and safety into all workplace activities, the responsibility and commitment lies within managers, supervisors, employees, and contractors of Cinch Oilfield Hauling Ltd. In fulfilling this commitment to protect both people and property, management will provide and maintain a safe and healthy work environment, in accordance with industry standards and in compliance with legislative requirements and will strive to eliminate any foreseeable hazards which may result in property damage, accidents, or personal injury/illness. We recognize that the responsibility for health and safety are shared.

It is the intention of the Cinch Oilfield Hauling Ltd. Health and Safety program to treat basic safety and health legislations as a minimum standard rather than a maximum. The program is to provide and maintain facilities and equipment which ensure physical and health hazards are eliminated or guarded against, and to develop health and safety policies and procedures in accordance with all applicable Federal and Provincial Legislation.

The management of Cinch Oilfield Hauling Ltd. commits to understanding the importance of consultation and co-operation between themselves and all contractors and personnel for overall effectiveness of the Health and Safety Policy. All managers, supervisors, workers, and contractors will perform all job tasks in a health and safety manner, follow all established rules, procedures, and safe work practices, as well as comply with all legislation requirements and the company's own health and safety standards. In doing so there will be regular reviews of the policy to monitor its effectiveness, appropriate health and safety training, active and on-going participation in achieving the policies objectives, policy amendments and the commitment to 0.137 provide adequate funds towards the Health and Safety program.

All employees must report, as soon as possible, any hazardous conditions/ unsafe work, injury, accident, or illness relate to the workplace.

Together all persons will follow Cinch Oilfield Hauling Ltd. safe work procedures and will actively participate in making the work environment safe, healthy, and productive— incident free.

A handwritten signature in black ink, appearing to read "Cole Withers".

Cole Withers

President

January 31, 2024

1.2 Management Involvement & Leadership

People are our greatest asset and management values that workers, visitors, subcontractors, and clients deserve to be kept safe and healthy while working or visiting the office, shop, and worksites. Management fully endorses the HSE Program and will monitor, assess, and upgrade on a continual basis as this program is a living document.

Leadership Commitment

The key to success of this HSE management system is Leadership commitment and leaders will:

- Lead by example
- Define all roles, responsibilities, and accountabilities for individuals within the company
- Provide coaching and encourage open communication
- Be visible on worksite to encourage safe work behaviors

It is the beliefs of leadership and management that determine the safety culture of the workplace and it is important that leadership encourage workers to participate in all aspects of this program. We create positive reinforcement through interaction with employees, providing coaching and allowing open communication. It takes team commitment from everyone to ensure our safety vision is honored.

Safety Leaders

All workers must be Safety Leaders and must take personal responsibility for safety both on and off the job. Regardless of duty or position, each worker in the company has a responsibility to maintain a safe and healthy workplace.

HSE-MS Assessment

This HSE-MS is designed to assist workers, prevent injuries, promote safe work behaviors, and shall be managed and monitored regularly. Ongoing assessment will include:

1. An annually review of the HSE policy to ensure it reflects the ongoing commitment of company and reflects the responsibilities of all levels of employees
2. Regular inspections of equipment, worksites, safe work practices and procedures to ensure that prompt action is undertaken to correct any hazardous conditions found
3. Appropriate written instructions, available for reference by all workers, to supplement OH&S, Transport Canada, and other governing bodies
4. The management will hold quarterly management meetings for the purpose of reviewing HSE activities, incidents, and trends to determine future courses of action
5. The management will ensure prompt investigation of incidents to determine root cause and implement corrective actions required to prevent future occurrences
6. Quarterly and annual statistics, equipment and maintenance reports, inspections and incident investigations, with provision for making this information available to the joint committee or worker health and safety representative, as applicable and, upon request, to an officer, the union representing the workers at the workplace or, if there is no union, the workers at the workplace, and
7. The management will ensure instruction and supervision of workers in the safe performance of their work

Program Effectiveness

To determine how effective the safety program is management will measure the safety program by:

- Monitoring the number, severity and cost of injuries and incidents to determine total recordable injury frequency (TRIF)
- Conducting annual audits through a COR certifying partner
- Analyzing audits results with all workers
- Comparing our safety record to similar companies in the industry