



Equal Opportunity Employment and Anti-Harassment Policy

The management of Terra Walker Drilling recognizes the potential for discrimination, violence and harassment in the workplace, and as such, is committed to working with its employees to provide a safe working environment for every employee.

Violence, discrimination or harassment in the workplace will not be tolerated on company premises, or while an employee is conducting company business at other locations. This may include discrimination based on age, gender, race, language or religion, including for the purposes of hiring or promoting personnel within the organization. Any act of discrimination, violence or harassment committed by or against any employee is unacceptable, and will be subject to Terra Walker Drilling's disciplinary policy and/or legal action.

For the purpose of this policy, discrimination, violence and harassment includes but is not limited to:

- The use or attempt of, or threat to use, physical force by a person against another person that causes or could cause physical injury or endanger anyone's safety.
- The use of derogatory language regarding another person, or unwanted attention directed at another person. This can include interactions in person, over the phone, or electronically via text message, email or social media.
- Making decisions regarding hiring, firing, or promoting personnel which are influenced by anything other than a person's knowledge, skills and experience, and suitability for the job.

Management will investigate and attempt to resolve all incidents and complaints of workplace discrimination in a fair and timely manner. Workers are expected to comply with this policy and to report any concerns or complaints to their supervisor. Anyone witnessing workplace violence and/or harassment is also obligated to report it to management.

This policy prohibits reprisals against employees, acting in good faith, who report incidents of workplace discrimination or who are involved in an investigation. Management will take all reasonable and practical measures to prevent reprisals, threats of reprisal, or further violence and/or harassment against any employee who reports incidents.

This policy applies equally to all Terra Walker Drilling employees, managers, and visitors to our worksites, and will be reviewed annually and revised if necessary.

This policy was approved by the Management of Terra Walker Drilling:

A handwritten signature in blue ink that reads "D.R. Walker".

David R. Walker

Date 01st January 2019