



Occupational Health & Safety Policy

The management of Terra Walker Drilling is committed to creating and maintaining a safe, healthy and injury-free workplace for every employee, client and visitor to our workplaces. Our primary goal is to get everyone home safely, every day, with ZERO occupational injuries or illnesses. While workplace health and safety is ultimately the responsibility of senior management, the cooperation and communication between employees and all levels of management is vital to the success of our program.

We strive to foster full participation in and commitment to Occupational Health and Safety every single day by all Terra Walker Drilling personnel. Every employee has a personal responsibility to their own health and safety as well as to the health and safety of those working around them. As such, we will ensure that:

- Extensive training and orientation is provided to all new workers to ensure that they know their employment rights and responsibilities, and are capable of carrying out their job safely and efficiently before they begin work.
- All employees are provided with the necessary safety equipment and personal protective equipment (PPE) required to perform their assigned duties safely.
- Accident, injury and near miss reports are completed in a timely manner, and submitted to any relevant authorities. When necessary, investigations and root-cause analyses will be conducted so that corrective action plans can be created and implemented to prevent reoccurrence, thereby increasing overall workplace health and safety.
- Competent supervisors are appointed to supervise workers, and will be directly accountable for the health and safety of employees working under them. Extra attention will be paid to new and inexperienced workers who are statistically the most likely to get injured.
- Regular job site inspections and employee performance evaluations are conducted to identify and correct any deficiencies in training and/or equipment.
- Pertinent health and safety information and warning signs are displayed in multiple languages if necessary so that they can be easily understood by the entire workforce.

Health and Safety at work is EVERYONE'S responsibility. Every employee has a duty to act responsibly and to take every reasonable precaution to prevent injury to themselves and others.

This policy applies equally to all Terra Walker Drilling managers, employees, sub-contractors and visitors to our worksites. It 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 'David R. Walker'. The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

David R. Walker

Date 01st January 2019