

HEALTH AND SAFETY (H&S) GUIDELINES

Our Commitment

We are committed to fostering a safe and healthy workplace, respecting the people, environment, and communities where we operate while continually improving our safety performance and culture. The integration of health, safety, and personal wellness with our operations is essential to our success.

This Policy

This Health and Safety (H&S) Policy is a high-level statement of intent that guides our decision-making and supports our goal of producing safe barrels consistent with our values. This Policy applies to all employees and contractors. The Board of Directors and Executive Officers are accountable for ensuring compliance. The Leadership Team and the Health and Safety Team are responsible for ensuring policy communication and implementation across the organization. All employees and contractors are expected to adhere to the principles outlined and incorporate them into their day-to-day job responsibilities and decision-making.

Health and Safety Principles

Our organizational purpose is to create **safe barrels** with a vision of being the **producer of choice**, ensuring alignment of safety with production. The only meaningful barrel is a safe barrel.

Health and Safety Values

Our core values include **Family, Relationships, Empowerment, Communication, and Innovation**. These core values are woven into our approach to H&S and are viewed as essential to safe operations.

Health and Safety Beliefs

We firmly believe that everyone has a right to a safe workplace. We are committed to promoting and supporting the “Safe by Choice” component of our culture of leadership and accountability, in which all employees and contractors share ownership for safety and the belief that all injuries can be prevented.

Key components of the Longshore H&S strategy include:

- We believe in a culture of **accountability** applied to personal safety and the safety of others.
- We believe that it **is our responsibility** to ensure the safe return of workers each shift.
- We believe that **nothing is so important** that we cannot take the time to **do it safely**.
- We believe in **empowering** and **educating** all workers to be safety leaders.
- We believe in **leading** safety through our actions, not just our words.
- We believe in **investing** in equipment, technologies, and people that support safe operations.
- We believe that **housekeeping** is a direct reflection of our safety standards.
- We believe in **continuous improvement** and **communication** to achieve safety excellence.
- We believe in **like-minded partnerships** to incorporate our safety standards.
- We believe in **supporting** all workers to ensure **Safe by Choice** safety commitments are upheld.

Byron Nodwell
President & Chief Executive Officer
Longshore Resources