

HEALTH & SAFETY POLICY

Updated: May 2021

PetroShale Inc. (PetroShale) is committed to protecting the health and safety of our employees, contractors, and the general-public, in all aspects of our business. Safety is our leadership team's most important value and a basic tenet of our operating principles and values.

The key components of PetroShale's health and safety policy include:

- Ensure PetroShale employees and contractors operate in compliance with all applicable health, safety, and environmental regulations and all corporate policies and directives.
- Deliver a secure, safe working environment for all employees, vendors, and contractors.
- Improve operational processes by standardizing and clearly communicating procedures and health and safety expectations.
- Establish standardized metrics for how we track and monitor safety performance throughout the year and report results for review by Senior Management and the Board of Directors on a quarterly and annual basis.
- Hold regular safety meetings and HS&E training for both employees and our contractors.
- Monitor contractor performance and ensure contractors have appropriate safety programs in place that align with PetroShale's protocols, policy and operating principles and values.
- Share responsibility for safety. This means our employees and contractors share ownership in building and maintaining a safe workplace and identifying and reporting on unsafe work practices and/or hazards.
- Prohibit the use of alcohol or illegal drugs in the workplace or on worksites. Employees and contractors found to be in violation face disciplinary or legal action and will be grounds for dismissal.
- Ensure a rapid and thorough response should an incident occur. PetroShale has implemented and maintains an Emergency Response Plan (ERP) for any potential emergency and employees are trained and review the plan on a regular basis.
- Provide continuous improvement and evolution of this policy to reflect the ever-changing operating and regulatory environment and evolving best practices within industry.

By focusing on health and safety, we protect our ability to achieve operational excellence and ensure everyone returns home safely, every day. PetroShale's approach to safety and the protection of the environment is our company's greatest responsibility.



Jacob Roorda, P.Eng.
President & Chief Executive Officer



Richard Kessy, P.Eng.
Chief Operating Officer



Mike Rushton
Manager, Operations, Drilling & Completions