

# HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

---

VERMILION IS COMMITTED TO ENSURING WE CONDUCT OUR ACTIVITIES IN A MANNER THAT WILL PROTECT THE HEALTH AND SAFETY OF ITS EMPLOYEES, CONTRACTORS AND THE PUBLIC. OUR HSE VISION IS TO FULLY INTEGRATE HEALTH, SAFETY AND ENVIRONMENT INTO OUR BUSINESS, WHERE OUR CULTURE IS RECOGNIZED AS A MODEL BY INDUSTRY AND STAKEHOLDERS, RESULTING IN A HEALTHY WORKPLACE FREE OF INCIDENTS.

VERMILION WILL MAINTAIN HEALTH, SAFETY AND ENVIRONMENTAL PRACTICES AND PROCEDURES THAT COMPLY WITH OR EXCEED REGULATORY REQUIREMENTS AND INDUSTRY STANDARDS. VERMILION'S HSE ACTIONS WILL REINFORCE OUR CORPORATE CORE VALUES OF EXCELLENCE, TRUST, RESPECT, AND RESPONSIBILITY. VERMILION ENERGY WILL:

- MAINTAIN A STRONG, INTEGRATED HEALTH, SAFETY AND ENVIRONMENTAL MANAGEMENT SYSTEM TO IDENTIFY AND MANAGE RISKS;
- ACCEPT RESPONSIBILITY AND ACCOUNTABILITY FOR PROVIDING LEADERSHIP, VISIBLE COMMITMENT AND DIRECTION TO MEET OUR HSE PERFORMANCE TARGETS;
- CONTINUOUSLY EVALUATE AND IMPROVE POLICIES AND OPERATING PRACTICES;
- INTEGRATE HSE INTO BUSINESS OBJECTIVES;
- PROVIDE EVERY EMPLOYEE AND CONTRACTOR WITH A SAFE AND HEALTHY WORKPLACE;
- MAKE A POSITIVE CONTRIBUTION TO THE PROTECTION OF THE ENVIRONMENT AND SEEK IMPROVEMENTS IN THE EFFICIENT USE OF NATURAL RESOURCES;
- RESPOND PROMPTLY, RESPONSIBLY AND EFFECTIVELY TO EMERGENCIES;
- FOCUS ON CONTINUAL IMPROVEMENT OF HSE PERFORMANCE;
- ENSURE OPEN AND TIMELY HSE COMMUNICATION WITH ALL STAKEHOLDERS;
- ENSURE THE RESOURCES NECESSARY TO SUPPORT THIS POLICY ARE PROVIDED.

HAZARD AWARENESS, INCIDENT PREVENTION AND ENVIRONMENTAL AWARENESS COMPRISE AN INTEGRAL PART OF ANY JOB. IT IS A JOINT EFFORT THAT REQUIRES CONTINUOUS SUPPORT OF EVERYONE WHO WORKS AT VERMILION ENERGY. THE PROTECTION OF HEALTH, SAFETY AND THE ENVIRONMENT MUST BE A KEY PART OF THE PLANNING AND EXECUTION OF EVERY TASK. ALL THOSE ENGAGED IN WORK FOR VERMILION ENERGY SHALL BE AWARE OF THIS POLICY AND ITS CONTENTS, AND SHALL COMMIT THEMSELVES TO ITS IMPLEMENTATION.

*(SIGNED "ANTHONY MARINO")*

---

**ANTHONY MARINO**  
PRESIDENT AND CEO

*(SIGNED "MICHAEL KALUZA")*

---

**MICHAEL KALUZA**  
CHIEF OPERATING OFFICER

