

# HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

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VERMILION IS COMMITTED TO ENSURING WE CONDUCT OUR ACTIVITIES IN A MANNER THAT PROTECTS THE HEALTH AND SAFETY OF OUR EMPLOYEES, OUR CONTRACTORS AND THE PUBLIC. OUR HSE VISION IS TO CONSISTENTLY APPLY OUR CORE VALUES OF EXCELLENCE, TRUST, RESPECT AND RESPONSIBILITY. THIS RESULTS IN A WORKPLACE FREE OF INCIDENTS AND ENSURES THAT OUR PROACTIVE CULTURE AND BEHAVIOURS CREATE A HIGH-RELIABILITY ORGANIZATION WHERE HSE IS FULLY INTEGRATED INTO OUR BUSINESS – IT IS OUR WAY OF LIFE.

VERMILION WILL MAINTAIN HEALTH, SAFETY AND ENVIRONMENTAL PRACTICES AND PROCEDURES THAT COMPLY WITH OR EXCEED REGULATORY REQUIREMENTS AND INDUSTRY STANDARDS.

OUR COMMITMENTS TO ACHIEVING STRONG HSE PERFORMANCE INCLUDE:

- MAINTAINING AN INTEGRATED MANAGEMENT SYSTEM WITH CLEAR OBJECTIVES AND EXPECTATIONS TO IDENTIFY HAZARDS AND MANAGE RISKS
- ENSURING VISIBLE ACTIVE COMMITMENT FROM LEADERS AT ALL LEVELS OF THE ORGANIZATION TO MEET OUR HSE PERFORMANCE TARGETS
- PROVIDING EVERY EMPLOYEE AND CONTRACTOR WITH A SAFE AND HEALTHY WORKPLACE
- ENSURING WE NURTURE OUR OWNERSHIP CULTURE WHERE ALL EMPLOYEES AND CONTRACTORS HAVE A HIGH LEVEL OF RESPONSIBILITY TO HSE
- PRIORITIZING A CULTURE WHERE EVERYONE IS EMPOWERED TO SPEAK UP AND PROMOTE SAFE BEHAVIOURS AND ENVIRONMENTAL PROTECTION
- CONTINUOUSLY EVALUATING AND IMPROVING OUR MANAGEMENT SYSTEMS, STANDARDS AND OPERATING PRACTICES AND PROCEDURES
- MAKING A POSITIVE CONTRIBUTION TO THE PROTECTION OF THE ENVIRONMENT AND SEEKING IMPROVEMENTS IN THE EFFICIENT USE OF NATURAL RESOURCES
- PROVIDING ONGOING TRAINING AND COMPETENCY ASSESSMENTS TO ENSURE SAFE OPERATIONS
- ENSURING OPEN AND TIMELY COMMUNICATION WITH ALL STAKEHOLDERS, AND
- ENSURING THE RESOURCES NECESSARY TO SUPPORT THIS POLICY ARE PROVIDED.

HAZARD AWARENESS, RISK REDUCTION AND ENVIRONMENTAL STEWARDSHIP COMPRISE AN INTEGRAL PART OF ANY JOB. THIS IS A JOINT EFFORT THAT REQUIRES CONTINUOUS SUPPORT FROM EVERYONE WHO WORKS AT VERMILION. 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 SHALL BE AWARE OF THIS POLICY AND CONDUCT THEIR DUTIES AND BEHAVIOURS IN ALIGNMENT WITH THESE PRINCIPLES.

**HSE: EVERYWHERE. EVERYDAY. EVERYONE.**



**DION HATCHER**  
PRESIDENT



**DARCY KERWIN**  
VICE PRESIDENT,  
INTERNATIONAL & HSE



**BRYCE KREMNICA**  
VICE PRESIDENT,  
NORTH AMERICA

