



Health, Safety and Environment Policy

Pacific Canbriam Energy Limited (PCE) is committed to conducting activities in a manner that protects the Health, Safety and Security of our workers, facilities and the public; all while minimizing our impact on the environment. All PCE employees share the responsibility of workplace health and safety and are responsible for ensuring the protection of the physical, social and psychological health of those around us. Personnel at every level of the organization, including contractors, are required to comply with company policies and applicable government regulations. The accountability for managing Health, Safety and Environment (HSE) compliance of our company is shared by all personnel.

To support this policy, PCE will:


- Ensure compliance with applicable laws, regulations, industry codes and safety standards
- Drive continuous improvement through developing, assessing, and auditing our HSE systems, guidelines and programs.
- Measure performance on established HSE metrics and review these metrics monthly to continually improve. Metrics are aimed to drive zero lost time incidents; reduce absolute emissions; and conservation of energy, water, land and biodiversity.
- Promote a culture where workers have the authority and responsibility to stop unsafe work
- Provide employees with the training, knowledge and tools to achieve HSE excellence
- Promote engagement and consultation with key stakeholders, government agencies and residents
- Ensure protective and preventative measures have been implemented across all operations to reduce workplace hazards and minimize environmental impacts.
- Respond promptly and effectively to any unplanned events in order to minimize any impacts on stakeholders and the environment in which we operate.

Responsibilities

- Managers are responsible for developing, reviewing and approving Corporate Policies and Procedures which form the foundation of the HSE Management System.
- Supervisors are responsible for ensuring all workers understand and comply to PCE's HSE Management System as well as applicable workplace regulations.
- Employees and contractors are responsible to comply with all required regulatory and PCE policies and procedures.

All workers on our worksites have and maintain the responsibility to refuse any unsafe work. At PCE, we expect excellence in Health, Safety and Environmental performance. This is achieved through the support and active participation of all managers, employees and contractors.

Pacific Canbriam Energy Limited


Paul Myers, President

July 18, 2024