



## SAFETY POLICY

January 2024

Perpetual Energy Inc.'s number one core value is safety. It is an integral part of our business operations and it must be the most important responsibility of all employees, consultants, contractors, and service providers.

Perpetual is committed to providing a safe work environment for its employees, consultants, contractors, service providers and the public. We strive to identify, eliminate, or control hazards and prevent injuries on our worksite. To this end we:

- Ensure employees, consultants, contractors and service providers understand what is expected from them on the work site, before commencing work;
- Ensure Perpetual management, supervisors, consultants, contractors, workers and service providers understand their specific safety responsibilities;
- Ensure employees, consultants, contractors and service providers have received a worksite orientation and have both the training and experience necessary to competently perform the tasks or operate the equipment assigned to them;
- Work collaboratively on an ongoing basis to create safer worksites;
- Stress the importance of safe driving and dangers of fatigue;
- Demand an alcohol and controlled substance free workplace;
- Provide an environment where all employees and service providers can function with mutual respect, and without fear of harassment or threatening or violent behavior;
- Stress no job is so urgent as to justify that it may be undertaken with disregard to whatever precautions are necessary or proper under the circumstances to avoid operational and safety risk;
- Ensure all personnel working on Perpetual sites have the authority and responsibility to stop work without repercussion when an unsafe situation is recognized or suspected;
- Comply with all applicable Federal, Provincial and local laws and regulations and industry recognized safety;
- Ensure the ERP and the appropriate training is current;
- Ensure that employees and contractors understand and follow the management of change procedure;
- Commit to continuous improvement by monitoring our performance and compliance; and
- Strive to be the industry leader with a goal of zero recordable incidents.

Safety must be everyone's most important responsibility for our safety program to work effectively. We recognize the challenge of fulfilling this commitment to safety while accomplishing our other company goals. Nothing is more important.

A handwritten signature in dark ink, appearing to read "Susan Riddell Rose", written over a horizontal line.

Susan L. Riddell Rose  
President & Chief  
Executive Officer

A handwritten signature in dark ink, appearing to read "Jeff", written over a horizontal line.

Jeffrey R. Green  
Vice President, Corporate  
& Engineering Services

A handwritten signature in dark ink, appearing to read "M. Carteri", written over a horizontal line.

Mike Carteri  
Executive Manager,  
Production and Operations