

CORPORATE HEALTH AND SAFETY POLICY STATEMENT

Kobold Completions Inc. (Kobold) is committed to the health and safety (including physical, psychological and social well-being) of its employees, contractors, subcontractors and visitors, including the protection of the environment from injury or loss.

Kobold recognizes its obligation to provide a safe and healthy work environment in accordance with applicable legislation, industry best practices and Kobold's Health, Safety and Environment (HSE) standards. It is an expectation that all workers, supervisors, managers, contractors, subcontractors and visitors are equally committed to supporting the health and safety management system by:

- Acknowledging their individual responsibility to adhere to company safety rules, policies and procedures,
- Wear Personal Protective Equipment (PPE) when required,
- Abide by the Occupational Health and Safety Act, Regulations and Code,
- Report unsafe acts and conditions to Kobold management and work together to address hazards as they arise, and
- Refuse dangerous work.

Kobold will work with stakeholders in consultation and cooperation towards the development and support of company safety goals and objectives. Management will provide leadership in the program and ensure that workers have the training and equipment to perform their jobs safely. Workers are responsible to mitigate hazards and operate in a manner that enhances safety performance.

With everyone working together towards the goal of an injury-free and environmentally responsible business, Kobold believes that these goals can be achieved.

Annual reviews of the policy will be conducted to monitor its effectiveness and to keep current with changes in legislation.



Chris Baudistel, General Manager

SEPT 28 / 2020

Date

The content of this policy does not take precedence over any applicable government law or occupational health and safety legislation.
Annual reviews will be conducted to monitor effectiveness and keep current with changes in legislation.

Original Release Date:	Revision Date:	Document Number:	Description:	Issued By:
October 30, 2018	V1 September 28, 2020	V3 900005	Corporate Health and Safety Policy Statement	Chris Baudistel