



ENVIRONMENT, HEALTH and SAFETY POLICY

Harvest Operations Corp. (Harvest) is committed to the Environment, Health and Safety Management System (EHSMS) that protects employees, contractors, subcontractors, visitors and the public. Participation by everyone, at all times, and in every job, is necessary to achieve the following policy objectives:

- Prevention of injury
- Protection of the environment
- Prevention of property damage
- Continual improvement of our Environment Health and Safety Management System (EHSMS)

To achieve the above objectives, Harvest sets the following guiding principles:

- Clearly define roles and responsibilities and support efficient communication throughout the organization
- Identify, assess and control hazards
- Report and investigate all incidents
- Comply with provincial and federal acts, legislation and regulations
- Maintain an emergency management system and a security management program
- Provide required resources (human, materials, equipment) for continual education and training
- Establish a safe and healthy working environment for all employees, contractors, subcontractors and visitors
- Prevent or minimize pollution/ damage to the natural environment
- Ensure management, supervisors and workers understand applicable workplace health and safety rights and responsibilities (right to know, right to participate and right to refuse dangerous work)
- Maintain a contractor management system

All management, supervisors, workers, contractors and subcontractors are required to understand, implement and comply with the aforementioned objectives and guiding principles.

A handwritten signature in blue ink, appearing to read "Byeongil Kim".

Byeongil Kim
President & CEO

A handwritten signature in blue ink, appearing to read "Jim Causgrove".

Jim Causgrove
COO, Conventional

A handwritten signature in blue ink, appearing to read "Paul Vander Valk".

Paul Vander Valk
COO, Oilsands

August 2, 2018
Date