



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 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)

Management accepts the responsibility for overall leadership, commitment and support of health and safety and providing adequate resources in order to enable all staff to comply with legislative, industry and company standards.

Supervisors are responsible to ensure workers are informed of the worksite hazards and participate in hazard assessment and control identification.

Every employee, including contractors/sub-contractors, is responsible for cooperating with the health and safety system, following all established safe work practices, complying with all rules and regulations and cooperating with achieving the goals established by this policy.

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
- Establish a safe and healthy working environment for all employees, contractors, sub-contractors and visitors
- Address the protection of the health and safety (including physical, psychological, and social well-being) of employees
- 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

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Jaegu Nam
President & CEO

A handwritten signature in black ink, appearing to read "Paul Vander Valk", written over a horizontal line.

Paul Vander Valk
Chief Operating Officer

May 20, 2020

Date