



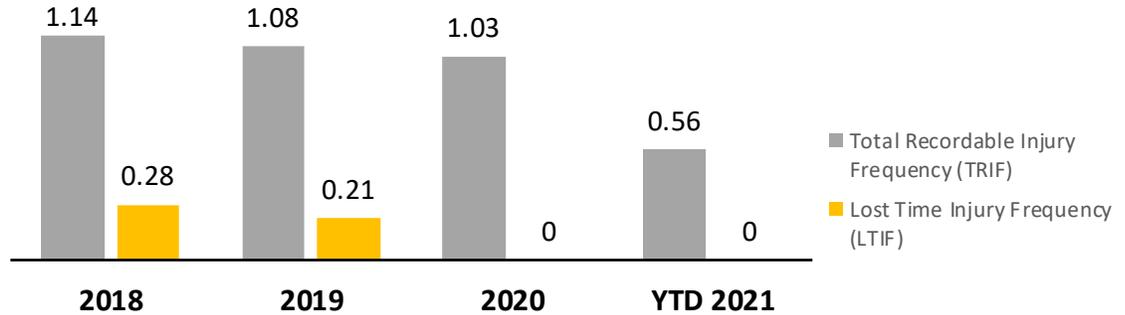
# HEALTH AND SAFETY

We are committed to continually improving our safety performance, enhancing our safety culture and promoting health and wellness.



**MISSION ZERO**  
Zero harm to people, environment and assets.

At Gibson, our commitment to health and safety is ingrained in our culture. Working safely is a responsibility shared by all employees and contractors and is part of our conditions of employment.



Note: LTIF and TRIF are per 200,000 hours worked. YTD 2021 is as at September 30, 2021.

We continue to strengthen our safety culture through a variety of initiatives including:



### OPERATIONS MANAGEMENT SYSTEM (OMS) INTEGRATION

Guided by our Operations Policy, health and safety programs have been integrated into our OMS and we continue to develop preventative programs related to prioritize d health and safety risks.



### EIGHT LIFE-SAVING RULES

We have implemented Eight Life-Saving Rules, a list of critical rules that target high-risk activities in our workplace. We also enforce a Stop-Work Authority Program which empowers all employees and contractors working on behalf of Gibson to stop work that could threaten the health and safety of our people. All levels of management are accountable to ensure these rules are communicated and managed appropriately.



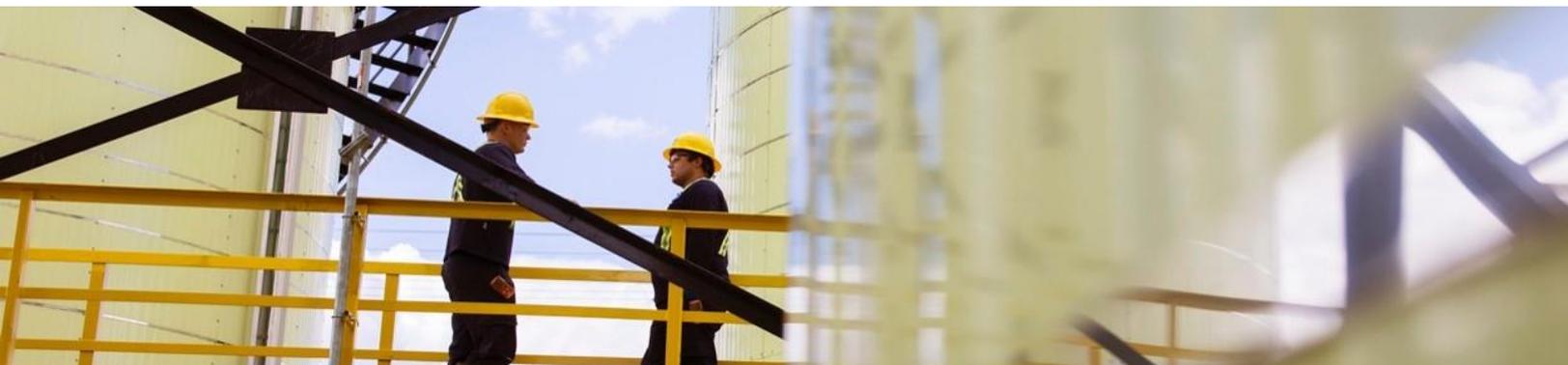
### EH&S COMMITTEES

We have EH&S Committees for larger worksites and each committee is comprised of employee volunteers and co-chaired by a worker representative and a facility or regional manager. Beyond sharing ideas and best practices, the role of these cross-functional committees is to identify hazards, develop and promote prevention measures, address concerns and participate in incident investigations.



### VALIDATION AND VERIFICATION

Gibson recently implemented a behavioural based safety observation program (called Validation and Verification, or V'nV). Our V'nV program requires leaders, from field supervisors right up to our CEO, to observe the completion of critical work tasks and provide constructive feedback, to ensure work behaviours match expectations and we continue to learn and improve.



Operating With Excellence.



Working Together.



Delivering Energy Responsibly.