



HEALTH, SAFETY & ENVIRONMENT POLICY

Calfrac Well Services, as a responsible corporate citizen, is committed to conducting its business in a manner that will satisfy and safeguard the health, safety, environmental and quality needs of its employees, customers, the general public and other stakeholders. The vision of Calfrac is zero harm to people, property and the environment.

TO MEET THIS COMMITMENT, CALFRAC WILL:

- Maintain an HSE management system with clear and comprehensive policies, procedures and programs designed to ensure that all work is performed safely and that the environment is protected.
- Demonstrate visible and active leadership that engages employees and contractors and manages HSE performance as a principal responsibility with clear authorities and accountabilities.
- Ensure employees and contractors adhere to the requirements of Calfrac's HSE management system policies, procedures and programs, understand that they are also responsible for their safety and the safety of those around them and have the right and obligation to stop work when they feel unsafe.
- Follow industry best practices and comply with all applicable laws and regulations.
- Provide appropriate levels of personnel, training, equipment and material resources.
- Establish measurable performance goals and targets with regular reviews and evaluations to ensure policy compliance and strive for continuous improvement.
- Proactively identify all work related hazards, and conduct risk assessments to ensure adequate control measures are identified and in place to mitigate workplace hazards.
- Investigate all incidents and take corrective and preventive action to prevent recurrence.
- Establish behavior-based safety processes to eliminate at-risk behaviors.
- Seek methods to optimize efficiency of energy and other resource uses.