



**HEALTH, SAFETY, AND
ENVIRONMENT
(HSE) Policy**



Health, Safety and Environment Policy

Effective date: November 1, 2017

Last revised: October 19, 2007

WZR Development ULC ("WesternZagros" or the "Company") is committed to:

- Protect the environment;
- Prevent harm to people;
- Respect our neighbours and contribute to the communities in which we operate;
- Manage Health, Safety and Environment (HSE) matters as any other critical business activity;
- Promote a culture in which all WesternZagros employees share this commitment.
- Monitor, observe and influence our operating partners in non-operated ventures.

Senior Management will:

- Establish, implement and maintain a Health, Safety and Environment (HSE) Management System;
- Ensure compliance with the law and company policies and standards.
- Set and monitor objectives and targets for improving HSE performance;
- Require contractor organizations to manage HSE in line with this policy
- Continue to promote a culture which encourages employees to take personal responsibility for HSE.
- Monitor, observe and influence our business partners who are the operators of WZR ventures to follow the same or higher standards as WesternZagros. This will include requesting field trips and auditing of these business partners and their operations.

Supervisors will:

- Develop and maintain practices, operating procedures and programs, to provide a safe and healthy workplace;
- Minimize our impact on the environment through pollution prevention, control of emissions and the efficient use of natural resources;
- Provide employees and contractors with the necessary HSE awareness to perform work safely;
- Include HSE performance in the appraisal of staff and reward accordingly
- Regularly review and communicate HSE performance and identify opportunities for continual improvement; engage in consultation with neighbours and impacted communities.

Employees and contractors will:

- Comply with applicable practices, operating procedures and programs; and
- Be responsible to work towards a zero incident culture.

A handwritten signature in blue ink, reading "M. S. Hatfield".

M. Simon Hatfield, CEO
WZR Development ULC