



## Health and Safety Policy

High Mark Well Servicing Ltd. is committed to ensuring the health and safety of our employees and all others involved in, or impacted by, our operations, while at the same time protecting the environment in which we work and conduct our activities.

High Mark Well Servicing Ltd. will be responsible for seeking every reasonable means to provide a safe work environment for all workers. We will do this by employing competent personnel who are equipped to complete their jobs in a safe manner, and by using those practices and procedures that meet or exceed regulatory and recognized industry standards. The Company will also encourage the active participation and support of its employees in promoting and implementing an effective safety program. High Mark Well Servicing Ltd. management and supervisory personnel have a direct responsibility for ensuring that these objectives are met.

High Mark Well Servicing Ltd. expects that all employee or contract workers involved in its operations will assume responsibility for performing every job in a manner that safeguards themselves and their fellow workers. Generally, this can be accomplished by every worker exercising sound judgment, maintaining a high level of safety awareness, applying all education and training, understanding the scope of their job or task and the hazards involved, and following safe work practices and procedures.

Equally important is everyone's responsibility to identify, correct, and immediately report to their High Mark Well Servicing Ltd. supervisor or manager unsafe working conditions, which may include personnel who are inadequately trained or equipped to perform their job safely! No one will ever be required to sacrifice the safety or wellbeing of personnel for expediency or for any other reason while at a High Mark Well Servicing Ltd. work site.

Employees and contract workers are encouraged to offer their suggestions as to how High Mark Well Servicing Ltd. can improve its safety program or procedures. With your co-operation and commitment to safety, we can achieve our Company goal of preventing losses for the benefit of our fellow workers, our families, the general public, and the environment.

  
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President

  
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Date

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