



## Health, Safety & Environment Policy

Titan Energy Services Ltd. is an energy services company that is committed to maintaining the highest standards for employee health and safety, and the protection of the environment. This includes an emphasis on supporting an environment that fosters physical, psychological, and social well-being.

We recognize that a strong safety culture is built on solid core values starting with a commitment from the top of our organization and pervasive throughout all levels in our company. We share a common set of goals with our stakeholders to achieve a workplace free of incidents and work place illnesses, while at the same time protecting the environment.

Our HSE Policy outlines our commitment to these goals and strives for excellence in all areas of HSE including:

- Ensuring that employees and contractors comply with and/or exceed all health, safety and environment laws and regulations and industry and company standards applicable to our activities.
- Incorporating annual corporate and individual performance targets to strive for continuous improvement in our HSE program.
- Implementing our HSE policies, standards and procedures to safely manage our day-to-day operations in a responsible manner.
- Ensuring HSE roles and responsibilities of our executives, managers, supervisors, and contractors are well understood and communicated, and providing the necessary training, resources and support.
- Ensuring that the HSE impacts from our activities are identified, assessed and managed with employee participation, at all levels.
- Providing a culture for employees and contractors to bring forward ideas to improve procedures with a goal to reduce and mitigate risk in our operations.
- Investigating every incident, timely and thoroughly, to determine root cause and remedies to prevent future incidents.
- Maintaining a work environment that is free of workplace harassment and violence.
- Incorporating a culture of accountability to maximize compliance and opportunities to learn and improve.
- Ensuring all approved third parties meet or exceed our Company's HSE Policies and Standards.

Titan Energy Services Ltd. is committed to implementing this HSE Policy through the active participation and cooperation of our leadership, our employees and our contractors. Together, in this spirit of cooperation, consultation, and compliance we will ensure that our day to day operations provide a safe and healthy place of work.

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**Chris Haslam**  
Chief Executive Officer

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**Kevin Taillefer**  
President

**Jan 1, 2021**