

OPERATIONS POLICY

At Gibson Energy, we constantly strive for Operational Excellence. Our values of Safety and Environment, People, Integrity, and Executional Focus, guide our actions and support the strong performance that is fundamental to our success. This policy applies to all employees, contractors, and self-employed persons.

SAFETY

Safety is core to how we work and achieving an incident-free workplace is a shared responsibility. Any person or company involved in the development or execution of Gibson Energy's operations is required to comply with health and safety legislation and Gibson Energy's Environment, Health and Safety Programs.

In alignment with this, we have implemented eight Life Saving Rules targeting high-risk activities in our workplace. These rules help ensure we focus on consistent behaviours that will prevent incidents that could result in injuries or fatalities. When a perceived unsafe condition or behaviour is identified, all employees and contractors are authorized to exercise our Stop Work Program.

DISCIPLINE

Success depends upon operations discipline and that is why we introduced our Operations Discipline Behaviours. These support consistent and safe operational delivery and were created in alignment with our values and our pursuit of Operational Excellence.

IMPLEMENTATION

To meet our commitments, we have developed an Operations Management System (OMS), and associated programs, including, but not limited to, Health and Safety, Environmental Management, Emergency Management and Process Safety. All employees and contractors will adhere to the expectations of our OMS. Through disciplined application of our OMS we will:

- Provide consistency and clarity in how we conduct our business;
- Foster behaviours that embody Gibson's values;
- Set goals, provide alignment, manage risks and obtain stakeholder input;
- Monitor performance, review progress and take corrective action as needed;
- Improve operational performance through assessment and continuous improvement of the OMS; and
- Support the protection of our employees' physical, psychological and social well-being.

DOCUMENT REVIEW AND APPROVAL

*This policy will be reviewed annually by the President & CEO, and Operations & Engineering Leadership Team.
This policy was approved on May 09, 2019.*



Steve Spaulding
President & CEO

