



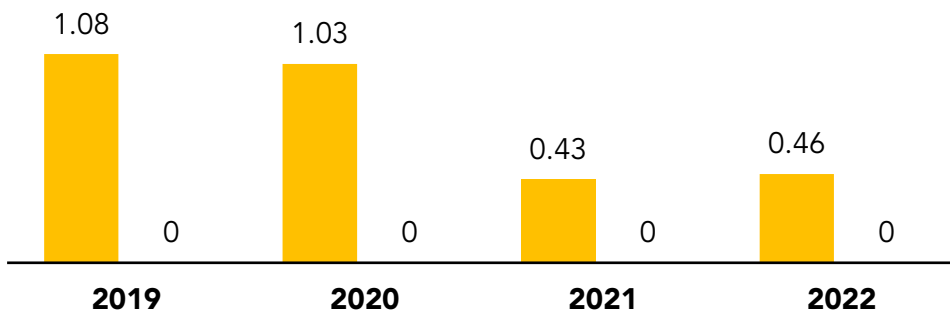
HEALTH & SAFETY

We are committed to continuously improving our safety performance, enhancing our safety culture and promoting health and wellness.



MISSION ZERO
Zero harm to people, environment and assets.

At Gibson, our commitment to health and safety is ingrained in our culture. Safety is fundamental to how we work and achieving an incident-free workplace is a responsibility shared by all employees and contractors.



Note: LTIF and TRIF are per 200,000 employee-hours worked.

■ Total Recordable Injury Frequency (TRIF)
■ Lost Time injury Frequency (LTIF)

We continue to make safety our overriding priority across the organization, investigate and learn from incidents, implement best practices and strengthen our safety culture through the following initiatives:



INTEGRATION OF HEALTH AND SAFETY INTO OUR OPERATIONS MANAGEMENT SYSTEM (OMS)

Guided by our Operations Policy, we have fully integrated health and safety programs into our OMS. We continue to develop and improve preventative programs related to prioritized health and safety risks.



CONTRACTOR PREQUALIFICATION

Gibson prequalifies our contractors that conduct hands-on work to ensure we are partnering with safe and compliant organizations. This program, coupled with an ongoing and collaborative performance management approach, has resulted in a dramatic and sustained improvement in safety performance within our contractor workforce.



TARGETED SAFETY CAMPAIGNS

Gibson continues to develop and roll-out targeted safety campaigns, which are driven by data trends from recently identified hazards, near misses and incidents across our business. These trends are provided to the organization via engaging and targeted communications and coupled with leadership field visits. This data-driven and leader supported approach has significantly improved safety performance across our organization.



VALIDATION AND VERIFICATION PROGRAM

Gibson's behavioural-based safety observation program is called Validation and Verification (V'nV). Our V'nV program requires leaders from across the company, from field supervisors right up to our CEO, to observe how workers perform critical work tasks and engage in two-way conversations to ensure work behaviours match expectations. This approach drives learning and continuous improvement across the organization.



DELIVERING ENERGY RESPONSIBLY



WORKING TOGETHER



OPERATING WITH EXCELLENCE