



HEALTH & SAFETY

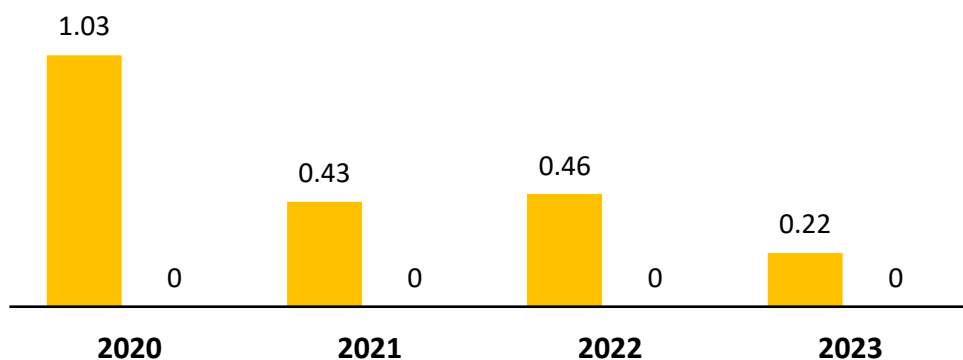
We are committed to continuously improving our safety performance, enhancing our safety culture and promoting health and wellness.



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 the effectiveness of work practices. This approach drives learning and continuous improvement across the organization.



DELIVERING ENERGY RESPONSIBLY



WORKING TOGETHER



OPERATING WITH EXCELLENCE



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Mission Zero

Safety is fundamental to how we work and achieving an incident-free workplace is a responsibility shared by all employees and contractors. We all have the duty to report EHS. This helps improve our controls to prevent the re-occurrence of safety hazards, environmental hazards and other incidents. Together, we can reach our Mission Zero goal — zero harm to people, environment and assets.

EIGHT LIFE-SAVING RULES

Our Eight Life-Saving Rules are a list of critical rules that target high-risk activities in our workplace and provide opportunities for intervention. These rules include a Stop-Work Authority Program, which empowers all employees and contractors working on behalf of Gibson to stop work if they believe, on reasonable grounds, the work constitutes a danger to themselves and/or others.

All levels of management are accountable for ensuring that these rules are communicated and managed appropriately. The rules have been put in place to help ensure we focus on consistent behaviours that will help prevent incidents that could result in significant injury or fatalities. Every Life-Saving Rule breach will be investigated thoroughly to identify the cause and corrective action.

EMERGENCY RESPONSE

We regularly test our Emergency Response Plans (ERPs) and procedures and train our staff in effective emergency management utilizing the standard principles and organizational structure of the Incident Command System. Detailed procedures and responsibilities for responders are built into our emergency response training and exercises. Our Emergency Support Team provides support and oversight for our emergency response actions, including stakeholder management, crisis communications and business impact analysis.

To be prepared for potential emergencies at our assets, we have site-specific, risk-based ERPs in place and also have Spill Contingency Plans and Environmental Protection Plans in place for our assets near water and Pre-Fire Plans established for our largest facilities. We provide an ERP orientation at each location and have a competency-based Emergency Management learning program that outlines a cycle of drills, annual tabletop exercises and full-scale ERP exercises every three years.

LEADING MENTAL HEALTH INITIATIVES

Gibson is committed to promoting the physical and emotional well-being of our employees. Our revised wellness program gives employees more choice in how their health benefits are spent, as well as increased access to mental health support and increased funding to spend on mental health services. In 2022, we implemented industry-leading mental health services coverage by increasing the annual coverage from \$2,500 to \$15,000 per family. We also held our second annual "Mental Health & Wellness" campaign, to strengthen awareness of the benefits available to our employees and their families, host virtual sessions on various mental health topics and provide 3x Gibson GIVES matching opportunities.