

ENSURE ALL EMPLOYEES AND SUB-CONTRACTORS WORKING FOR AVALANCHE ACID REVIEW THIS NEWSLETTER.
IT IS A KEY PART OF OUR SAFETY PROGRAM



DECEMBER 2018 VOL.12

MONTHLY HEALTH & SAFETY NEWSLETTER

SAFETY TOPICS

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**TARGET
ZERO**

SAFETY SUGGESTIONS/CONCERNS

If there is a topic or item that you would like either reviewed in a monthly newsletter or discussed at the quarterly safety meetings; please fill out suggestions and concerns form and please drop a note in the Safety Basket and we will do our best to accommodate your safety requests.

BENZENE – CODE OF PRACTICE TRAINING

POLICY

Company policy is to ensure that any workers who may be exposed to a hazardous substance such as Benzene are kept to levels as low as reasonably practicable and exposure does NOT exceed the substance Occupational Exposure Limits (OEL's).

HEALTH HAZARDS

Short term (acute) Benzene exposure (exposures to high concentrations above the OEL) can cause central nervous system damage, depression, dizziness, confusion, headache and nausea.

Long term exposure above the OEL can result in depression of the blood forming system and may increase risks associated with anemia and leukemia; also in addition the effects of acute short term exposure may be present. Workers may experience the adverse health effect even though exposure may be below the OEL.

CHARACTERISTICS

- Colourless, clear liquid
- Sweetish aromatic
- Extremely flammable
- Toxic
- Not soluble in water

PPE

- Chemical-resistant, impervious gloves
- Safety eyewear, face shield if potential of splashing
- Coveralls and/or apron
- Air purifying or air-fed respirator

FIRE AND EXPLOSION HAZARDS

Benzene is highly flammable at all normal temperatures. It may be ignited by flames or sparks including static discharges:

- smoking is prohibited in areas where Benzene is used and/or stored
- fire extinguishers are to be readily available in areas where Benzene is used and/or stored
- Benzene forms explosive mixtures in air at very low concentrations

Proud Members Of



BENZENE – CODE OF PRACTICE TRAINING

Flash Point (TCC)	-11° C
Auto Ignition Temperature	498 – 562 ° C
Lower Flammable Limit in Air (LFL)	1.3%
Upper Flammable Limit in Air (UFL)	7,1%

Benzene normally would not be present as a pure product; however it may be present as a small component of other process streams. The other components may present a greater danger and be immediately dangerous to life or health (IDLH). Examples could include:

- Flammable
- explosive liquids
- gas
- H₂S

The hazards and hazard control methods for these streams may be identified in all work plans.

HAZARD CONTROL METHODS

When our workers conduct work on prime contractor sites, these sites may involve work on process streams or other areas where exposure to Benzene above the OEL is possible.

Hazard control methods must include:

- Identifying potential sources of Benzene exposure when prime contractor issues a safe work agreement / permit
- Identify the work practices with the greatest risk of worker exposure to Benzene above the OEL
- Eliminate the use of products containing Benzene wherever possible
- Consider the multiple substances workers may be exposed to and any increase in health risks
- Consider the ramifications / effects of working unusual schedules and concurrent exposures on the OEL for Benzene

Employees are to ensure they are informed of and/or make themselves aware of the emergency procedures as identified in the site specific emergency plan.

REGULATIONS

- Occupational Exposure Levels (OEL's) for Benzene are set by provincial regulations
- OEL's can vary depending on the provincial regulations and with periodic reviews of health effects
- Current provincial regulations should always be reviewed to ensure the values in this table are correct

8 Hour Limit		15 Minute Limit	
ppm	Mg/M ³	ppm	Mg/M ³
0.5	1.6	2.5	8

- Benzene may be readily absorbed through intact skin

BENZENE – CODE OF PRACTICE TRAINING

COMPANY / SUPERVISOR'S RESPONSIBILITIES

- Ensure workers are trained in identifying potential sources of Benzene in the workplace
- Ensure works that are required to use safety or protective equipment are competent in the application, care, use, maintenance and limitations of the equipment
- Ensure workers know the first aid treatment for Benzene
- When required, ensure a means of measurement is available to:
- identify quantities of Benzene in the work place, and
- monitor workers exposure to the Benzene
- Ensure workers wear PPE as required
- Ensure workers are protected through the use of good hygiene practices
- Remove workers experiencing any adverse effects even though exposures are below the allowable OEL
- Shut down work activities if a worker is exposed to Benzene levels above the OEL and take immediate steps to prevent further exposure of affected workers
- Ensure unprotected workers are not in an area where they may be exposed

WORKER RESPONSIBILITIES

- Attend training sessions on the company Benzene Code of Practice
- Attend Pre-Job Meetings and follow instructions when a potential for benzene exposure exists
- Wear the appropriate PPE required for potential benzene exposure
- Report any exposure to Benzene above the OEL
- Ensure spills are cleaned up quickly and proper safety equipment and PPE is used

TRAINING

All workers who are at risk of being exposed to Benzene above the OEL must receive instructions and training. Workers are considered competent and sufficiently trained when they have reviewed the following:

The purpose of this COP

- To ensure that workers can identify jobs tasks and works areas where the potential for Benzene exposure exists; few examples are:
 - in well fluids, condensate, glycol, amines, produced water and gasoline
 - while changing filters, equipment repairs, product sampling
- Know the control measures to protect themselves and the required/appropriate PPE
 - use approved respiratory protective equipment
 - appropriate solvent resistant gloves
 - wear coveralls that protect legs and arms
 - wear air tight goggles or full face shield where splashes are possible
 - refer to Appendix #1 – Control Measures and PPE
 - refer to attached article on PPE Materials
- Know the health effects or exposure
 - flammable liquid – exercise caution when handling this material
 - may cause cancer
 - may cause heritable genetic effects (mutagenicity)
 - contact may cause skin and eye irritation
 - prolonged or repeated contact may cause skin irritation, drying and dermatitis
 - inhalation may cause respiratory tract irritation and central nervous system depression
 - weakness, dizziness, slurred speech, drowsiness, unconsciousness and in severe overexposure; coma and death
 - ingestion may cause gastro-intestinal irritation
 - aspiration may result in severe irritation or burns to the respiratory tract
 - Benzene contains an ingredient or ingredients which have been shown to cause chronic toxic effects
 - for more information refer to Section 11 of the attached MSDS
- First aid measures
 - entry routes
 - skin contact, eye contact, inhalation and ingestion
 - avoid direct contact
 - DO NOT INDUCE VOMITING
 - refer to Section 4 of the attached MSDS

ADDITIONAL BENZENE INFORMATION

Benzene, or **benzol**, is an organic chemical compound with the molecular formula C_6H_6 . It is sometimes abbreviated Ph-H. Benzene is a colorless and highly flammable liquid with a sweet smell and a relatively high melting point. Because it is a known carcinogen, its use as an additive in gasoline is now limited, but it is an important industrial solvent and precursor in the production of drugs, plastics, synthetic rubber, and dyes. Benzene is a natural constituent of crude oil, and may be synthesized from other compounds present in petroleum. Benzene is an aromatic hydrocarbon and the second [*n*]-annulene ([6]-annulene), a cyclic hydrocarbon with a continuous pi bond.

CURRENT USES DERIVED FROM BENZENE:

Today benzene is mainly used as an intermediate to make other chemicals. Its most widely-produced derivatives include styrene, which is used to make polymers and plastics, phenol for resins and adhesives (via cumene), and cyclohexane, which is used in the manufacture of Nylon. Smaller amounts of benzene are used to make some types of rubbers, lubricants, dyes, detergents, drugs, explosives, napalm and pesticides.

In both the US and Europe, 50% of benzene is used in the production of ethyl benzene / styrene, 20% is used in the production of cumene, and about 15% of benzene is used in the production of cyclohexane (eventually to nylon).

In laboratory research, toluene is now often used as a substitute for benzene. The solvent-properties of the two are similar but toluene is less toxic and has a wider liquid range.

Benzene has been used as a basic research tool in a variety of experiments including analysis of a two-dimensional gas.

Benzene exposure has serious health effects. Outdoor air may contain low levels of benzene from tobacco smoke, wood smoke, automobile service stations, the transfer of gasoline, exhaust from motor vehicles, and industrial emissions [18]. Vapors from products that contain benzene, such as glues, paints, furniture wax, and detergents, can also be a source of exposure, although many of these have been modified or reformulated since the late 1970s to eliminate or reduce the benzene content. Air around hazardous waste sites or gas stations may contain higher levels of benzene.

HEALTH EFFECTS:

The short term breathing of high levels of benzene can result in death, while low levels can cause drowsiness, dizziness, rapid heart rate, headaches, tremors, confusion, and unconsciousness. Eating or drinking foods containing high levels of benzene can cause vomiting, irritation of the stomach, dizziness, sleepiness, convulsions, and death.

The major effects of benzene are chronic (long-term) exposure through the blood. Benzene damages the bone marrow and can cause a decrease in red blood cells, leading to anemia. It can also cause excessive bleeding and depress the immune system, increasing the chance of infection. Benzene causes leukemia and is associated with other blood cancers and pre-cancers of the blood.

Human exposure to benzene is a global health problem. Benzene targets liver, kidney, lung, heart and the brain and can cause DNA strand breaks, chromosomal damage etc. Benzene causes cancer in both animals and humans. Benzene was first reported to induce cancer in humans in the 1920s. The chemical industry claims it wasn't until 1979 that the cancer inducing properties were determined "conclusively" in humans, despite many references to this fact in the medical literature. Industry exploited this "discrepancy" and tried to discredit animal studies which showed benzene caused cancer saying that they weren't relevant to humans. Benzene has been shown to cause cancer in both sexes of multiple species of laboratory animals exposed via various routes [19] [20].

Some women who breathed high levels of benzene for many months had irregular menstrual periods and a decrease in the size of their ovaries. It is not known whether benzene exposure affects the developing fetus in pregnant women or fertility in men.

ADDITIONAL BENZENE INFORMATION

HEALTH EFFECTS CONT.

Animal studies have shown low birth weights, delayed bone formation, and bone marrow damage when pregnant animals breathed benzene.

Benzene has been connected to a rare form of kidney cancer in two separate studies, one involving tank truck drivers, and the other involving seamen on tanker vessels, both carrying benzene laden chemicals.

The US Department of Health and Human Services (DHHS) classifies benzene as a human carcinogen. Long-term exposure to excessive levels of benzene in the air causes leukemia, a potentially fatal cancer of the blood-forming organs, in susceptible individuals. In particular, acute myeloid leukemia or acute non-lymphocytic leukaemia (AML & ANLL) is not disputed to be caused by benzene.

Several tests can determine exposure to benzene. There is a test for measuring benzene in the breath; this test must be done shortly after exposure. Benzene can also be measured in the blood; however, because benzene disappears rapidly from the blood, measurements are accurate only for extremely recent exposures. Benzene exposure should always be minimized.

In the body, benzene is metabolized. Certain metabolites, such as, trans-muconic acid can be measured in the urine. However, this test must be done shortly after exposure and is not a reliable indicator of benzene exposure, since the same metabolites may be present in urine from other sources.

In recent history there have been many examples of the harmful health effects of benzene and its derivatives. Toxic Oil Syndrome caused localised immune-suppression in Madrid in 1981 from people ingesting aniline-contaminated rapeseed oil. Chronic Fatigue Syndrome has also been correlated with people who eat "denatured" food that use solvents to remove fat or contain benzoic acid but causality is unproven.

Workers in various industries that make or use benzene may be at risk for being exposed to high levels of this carcinogenic chemical. Industries that involve the use of benzene include the rubber industry, oil refineries, chemical plants, shoe manufacturers, and gasoline related industries. In 1987, OSHA estimated that about 237,000 workers in the United States were potentially exposed to benzene, and it is not known if this number has substantially changed since then.

Water and soil contamination are important pathways of concern for transmission of benzene contact. In the U.S. alone there are approximately 100,000 different sites which have benzene soil or groundwater contamination. In 2005, the water supply to the city of Harbin in China with a population of almost nine million people, was cut off because of a major benzene exposure. Benzene leaked into the Songhua River, which supplies drinking water to the city, after an explosion at a China National Petroleum Corporation (CNPC) factory in the city of Jilin on 13 November.

In March 2006, the official Food Standards Agency in Britain conducted a survey of 150 brands of soft drinks. It found that four contained benzene levels above World Health Organization limits. The affected batches were removed from sale. See benzene in soft drinks [21].

BENZENE RECOMMENDED PERSONAL PROTECTIVE EQUIPMENT (PPE) MATERIALS

August 19, 1999

This letter is to provide new information on PPE materials (gloves, aprons, full suits, etc.) for working with benzene. These new recommendations conflict with the generic and site specific Benzene Codes of Practice PPE requirements. Butyl rubber was listed as acceptable but this material is now not recommended. The codes of practice should be reviewed and revised to match the recommendations in this Information letter.

Benzene is easily absorbed through the skin and proper skin protection is necessary. Using the right type of gloves or aprons can help reduce exposures significantly.

Recent laboratory testing by third party investigators have recommended the following material for use with benzene containing materials such as well fluids, condensate, glycol, amines and produced water.

RECOMMENDED BENZENE PPE MATERIALS					
Tychem 10000	TMBarricade™	Responder™	4H™	Teflon™	Viton™

Most of the products listed are trade names. The table below summarizes trade name materials for your reference.

Trade Name	Manufacturer	Description
4H™	Safety 4, Inc.	Multi-layer laminate of polyethylene (PE) and ethylene-vinyl alcohol protection against exposure to many chemicals and mixtures.
Barricade™	DuPont	A chemical barrier fabric (multi-layer laminate) that provides excellent protection. Barricade be used as a liner in neoprene or butyl rubber gloves
Responder™	Life-Guard	Multi-film material designed to offer a high degree of permeation resistance to a broad range of chemicals; also used in level A vapour protective suits (totally encapsulated chemical [TECP] suits).
Teflon™	DuPont	Fluorocarbon polymers made from tetrafluoroethylene (TFE) or from a mixture of tetrafluoroethylene and hexafluoropropylene. Has excellent chemical and thermal resistance but poor physical strength properties; is combined with other materials in protective clothing.
Tychem™	DuPont	Offers protection against exposure to wide range of chemicals and is more tear- and puncture-resistant than Barricade™ material.
Viton™	DuPont	Series of synthetic fluoro-rubbers, elastomers based on polymers made from hexafluoropropylene and vinylidene fluoride or vinyl fluoride; other fluorocarbons may be used in some Viton™ products.

The following materials are **NOT RECOMMENDED** for use with benzene:

Butyl Rubber	Natural Rubber	Neoprene	Nitrile rubber
Polyethylene	Polyvinyl chloride	Sarnex™	

WHAT IS FIRST AID?

First aid is emergency care given immediately to an injured person. The purpose of first aid is to minimize injury and future disability. In serious cases, first aid may be necessary to keep the victim alive.

Do I need to do a hazard assessment for first aid?

While a first aid hazard assessment is not required in all jurisdictions, conducting one will ensure the workplace is prepared for all likely emergencies and the types of first aid treatment that may be needed. It is essential to know the exact hazards in the workplace as being prepared will also help reduce the severity of any events.

For example, if you work in an autobody repair shop, provisions should be made to have training and first aid supplies for:

- Burns and welding flash from welding
- Burns and eye injuries from grinding
- Cuts, scrapes, etc. from general work
- Chemical exposure to the eye or skin from paints, thinners, gasoline, etc
- Muscle injuries from lifting and bending
- Etc.

Depending on the workplace, there may also be need to consider:

- Chemicals that may require a specific sequence of treatment steps, emergency eye-wash stations or showers, or an antidote. Please see the OSH Answers on [First Aid for Chemical Exposures](#) for more details.
- Crowd control (e.g., at schools, retail stores, music concerts, fairgrounds, etc.).
- Special needs (e.g., persons with disabilities, known medical conditions, age of persons regularly in the workplace – especially children or elderly).
- Allergic reactions to certain medications, foods, insect bites or stings, chemicals, materials or products. Please see the OSH Answers about [using Epinephrine Auto-injector](#) for more details.
- Employees who work alone.
- Transportation to a medical facility (e.g., need for vehicle, boat or plane, need for a second person to accompany the injured person, etc.).

Could you respond in a medical emergency if you had to?

A First Aid course can teach you these critical steps in CPR

CPR STEPS

1. Make sure casualty is on a firm flat surface.
2. Place hands on centre of chest.
3. Position shoulders directly over hands and keep elbows locked.
4. Compress 30 times. Push hard - Push fast.
5. Pinch nose and make a tight seal over the mouth.
6. Give 2 breaths.
7. Continue cycles of 30 compressions and 2 breaths until help arrives or an AED is available.

*Source: St. John Ambulance

ENERGY
SAFETY
CANADA

DEFENSIVE DRIVING

Habits to Avoid When Driving in Winter

Mistake: Using summer tires.

This may be the biggest winter driving no-no of all! It can be easy to overlook a tire change when winter creeps in overnight. One day you're rockin' sunglasses and shorts, and the next you're scrounging the attic for your warmest winter coat. Don't give in to winter's sneaky ways. The tires you used during the summer aren't equipped for driving in snow and ice. In fact, summer tires can become inefficient when the weather gets cold at all and lead to poor braking and shoddy handling. Even the thinnest layer of ice on the road can weaken summer tires and this puts you and other drivers at risk.

Solution: Basic tire care is critical to a safe driving experience. Without the right set of tires, your car can't respond to road conditions in the way the manufacturer intended it to. So be proactive and get the right tire to the season.

Mistake: Not monitoring tire pressure.

Here's a scary fact: your tire pressure decreases right along with the temperature outside. Keeping the correct air pressure in your tires helps them last longer and helps your car handle better and safer. For every ten-degree drop, your [tire pressure drops](#) one pound per square-inch. Given that most passenger car tires are inflated to around 35 psi, it really doesn't take too long for them to get seriously (and unsafely) low. But you don't have to watch the forecast to estimate this decrease. As a general rule of thumb, a tire will typically lose one or two pounds of air per month in cooler temperatures. So if winter tends to last five months in your state, you could safely assume that your tires would probably lose at least five pounds of air by the end of the season.

If you're not sure what your tire pressure should be in the first place, check your owner's manual. The correct tire pressure should also be located on the tire placard inside the driver's side doorjamb, glove box door, or fuel door.

Solution: Check your tire pressure early and often. During the winter, it's best to keep a gauge in your car to check your tire pressure regularly, as tires can look low when they're not and vice versa.

Mistake: Letting the gas tank get to E.

Most people know how far they can *really* drive their vehicle once the arrow hits empty, but it's not smart to push these limits in the winter. When your car sits outdoors in the cold winter weather, the air in your gas tank could actually moisten and freeze.

"The more gas in the tank, the less air – and less chance of ice forming inside where it could get into fuel lines and cause trouble," says AAA spokesman Robert Sinclair.

Solution: Stay on top of your gas gauge. You don't want to sit in your car waiting for your gas to thaw when you're ready to go somewhere. By keeping your tank full, thus reducing air space, you minimize this risk.

Mistake: Slamming on the brakes and overcorrecting on ice.

If you took driver's ed in a cold climate, you surely learned this. When you find yourself actually skidding on ice, though, it's easy to panic. If you slam on the brakes and yank the steering wheel, your car will likely spin out of control, taking the situation from bad to worse.

Solution: For everyone's safety, keep your movements gentle when navigating on ice. Stay calm, tap your brakes, and gently point the steering wheel in the direction you want to go.

Avoid unnecessary trouble this winter by cutting out these not-so-great driving habits. Prep your car before winter gets into full swing and you'll be ready for whatever conditions Mother Nature throws your way. Remember, when you give your car what it needs, it'll give you back a whole lot more.



ANC Haul Road (DLO930569)
Road Maintenance Supervisor: [\(780\) 204-ANCR \(2627\)](tel:7802042627)
Website: www.ANCroad.com Email: ANCroad@albertanewsprint.com

December-5-18

IMPORTANT - Please read this letter in its entirety...

All Users of the ANC Road,

Attached are **NEW** Rules of the Road, effective January 1, 2019

These rules will be attached to the 2019 Long Term Road Use Agreements and all Short Term Road Use Agreements issued after December 31, 2018

There are several changes, but the major changes you will need to prepare for are:

1. Maximum speed is **reduced to 70 km/hr** from 80km/hr
2. 2-way radios are **required** to be on in all vehicles. The ANC Haul Road Radio Channel is 163.050 Tone 100 hz Tx/Rx
3. All infractions to the rules are subject to fines. Fine notices issued will be sent to the offender's Master Road Use Agreement Holder (parent company) **immediately**
4. Violation penalties are being increased

It is the responsibility of the Master Road Use Agreement holder to ensure all of your field personnel, employees, contractors, sub-contractors etc. are aware of, and adhere to these rules when using the ANC Haul Road (and all other ANC roads)

Effective immediately - the phone number and email for specific questions/concerns on the ANC Haul Road (and all other ANC roads) has changed and are listed above. Please update your contacts.

The website address remains the same. Please check it regularly for updates on the ANC Haul Road (and all other ANC Roads)

Please continue to request Road Use Agreements from Altus Group, Geomatics, thirdpartyrequests.ab@altusgroup.com



Schedule "C"

Rules of the Road

All road users must be familiar with these rules prior to using any ANC owned road

Practice defensive driving and extend common courtesy to all road users.

Road enforcement is in effect, and ALL violations to these Rules of the Road are subject to fines.

Fine notifications will be sent to the offender's parent company that holds the road use agreement with ANC. Fines must be paid within 30 days of the violation.

ANC Road(s) Contact Information:

Website: www.ANCroad.com

Email: ANCroad@albertanewsprint.com

Phone: (780) 204-ANCR (2627)

SPEED: Obey all posted speed signs

70 km/hr is the maximum speed during ideal conditions

50 km/hr is the maximum speed when:

- meeting on-coming vehicles
- using tire chains

30 km/hr is the maximum speed when:

- passing &/or meeting slow moving equipment (ie: graders, water trucks, etc.)
- workers/pedestrians are present
- crossing ALL bridges
- passing the 103km road use check-point

20 km/hr is the maximum speed when:

- passing through the 100km wrapper check

2-WAY RADIOS:

- ANC Radio Channel: Frequency **163.050 Tone 100 hz Tx/Rx**
- All industrial users must have the ANC radio channel turned on in their vehicles.
- All industrial users must call "empty" &/or "loaded" at all MUST CALL signs.
- Radios are to be used for safety messaging only, including calling locations. Company business and personal conversations are not allowed. NO foul or derogatory language permitted.

GENERAL: all users shall use the roads in a safe and prudent manner, driving according to road /weather conditions. Travel on Grantor roads must occur in compliance with the statutes of the Province of Alberta governing vehicular traffic. Never overtake any vehicle without notifying them on the radio and receiving the "OK". All accidents, incidents, breakdowns or other safety concerns are to be reported via email or phone (above).

ROAD USE NOTIFICATION: all rig & service moves, frac related moves, convoys or 4 or more and all other large/heavy moves MUST be reported via the website. (48 hours prior to use when possible).

HEADLIGHTS: all vehicles must travel with headlights ON at all times.

ROAD BANS: may be implemented at any time for various reasons. Use of the road by traffic over 1 ton during wet conditions increases the likelihood of a road ban being implemented. Monitor the website for updates. Travel during bans requires a permit (obtained from the website).

HEAVY TRUCK SPACING: a minimum of 400m distance shall be maintained between trucks with 3 or more axles.

CHAINS: may be required for extra traction during different times of the year. Unnecessary use of chains (determined at the sole discretion of ANC) results in increased road maintenance costs and will be subject to fines.

PARKING/STAGING: of any vehicles or equipment (including jeeps and boosters) is not permitted on or alongside any ANC road or other disposition (including pullouts).

FIREARMS: shall not be discharged on, or adjacent to, any ANC road or other disposition.

AUTHORITY: all users must obey any direction provided to them, in writing or otherwise, by ANC staff and/or designates.

GATES: must be kept locked at all times (186km).



Eighth Avenue Place | 525 8th Ave SW Suite 2700 | Calgary, Alberta T2P 1G1

October 31, 2018

All,

Hammerhead Resources Inc. has updated its speeding policy to communicate the seriousness of speeding from a safety and a financial perspective. HHR needs to ensure all vendors, contractors, and employees are dealt with fairly and equally.

Hammerhead's online orientation carries with it an acceptance of our road use agreement documents. Vendors are required and responsible to review, understand, and follow the rules outlined within the provided road use agreements. Failure to do so will disqualify vendors from using these secondary roadways on HHR's behalf. Road use violations that result in fines levied against HHR are charged back to the vendor/contractor with a 100% surcharge.

For HHR Supervisors/Operators:

- Strike 1: \$1000 fine
- Strike 2: \$2000 fine
 - Potential for up to a 2-week suspension depending on severity of the incident.
 - Advanced Vehicle Control Program
- Strike 3: Termination

For Service Contractor Companies:

- Strike 1: \$1000 fine and worker is dismissed from HHR sites if found speeding above 10 km/h.
 - Formal request for a Commitment to Safety (Updated driving program / Formal training)
- Strike 2: \$2000 fine and dismissal of worker from HHR sites.
 - Vendor management and Safety to meet with HHR Safety and Project Superintendent at Hammerhead Grande Prairie office.
- Strike 3: Vendor/Contractor will receive a \$5000 fine and
 - Executive intervention with Company, which may include suspension of services.
 - A formal meeting is required between the vendors Owner/Management/Safety and Hammerhead Corporate Management and Safety, which will be held in Hammerhead's corporate office.

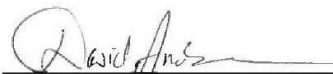
Fines submitted for payment must be paid in full within 90 days. Vendors failing to remit fines will be flagged as '**Suspended**' on the HHR ComplyWorks preferred vendors list. HHR hopes actions like this are not necessary but wants to ensure everyone using our roads are aware that safety and obeying speed limits are important to our company and the people that work for us.

Should you have any questions, please follow up with your managers or your site supervisor.

Thankyou for your cooperation

A handwritten signature in black ink, appearing to read "Nicki Stevens".

Nicki Stevens, P. Eng.
VP Production & Marketing
Hammerhead Resources Inc.

A handwritten signature in black ink, appearing to read "David Anderson".

David Anderson, P. Eng.
Senior Vice President of Operations and Business Development
Hammerhead Resources Inc.



Crescent Point
HEALTH & SAFETY

CORPORATE HEALTH & SAFETY ALERT

Stay focused on Safety

As the upcoming holiday season approaches, we start thinking about spending time with family and friends. We all believe in strong family values and the importance of spending time away from work over the holidays. We encourage everyone to reflect on the reasons you work safe. Our job is safety-sensitive and it is important to remain vigilant and aware.

Keep your mind on the job

Being distracted leads to mistakes which can result in harm to yourself or your team.

Report all hazards and near misses

Reporting hazards enables us to fix problems before someone gets hurt. If you see something, say something.



Stay healthy

Ensure that you are getting at least 8 hours of sleep, keeping well-hydrated and avoiding alcohol in excess.

Lead change

If you can see a way to improve safety, talk to your supervisor, employer or safety representative about your ideas.

REMEMBER: Safety is everyone's responsibility. Do your part to ensure everyone goes home safe to enjoy the holiday season.