

**Health, Safety, and Environment Policy:**

TORC is committed to conducting its activities in a manner that will protect the health and safety of its employees, contractors, the public and the environment in which we operate. The Company's policy is to:

- Ensure employees and contractors comply with all applicable government regulations, industry guidelines and company procedures in the planning, design and operation of TORC wells, facilities, pipelines and equipment.
- Provide every employee, representative and contractor with a safe and healthy workplace through proper training, equipment, programs and procedures.
- Respond promptly and effectively to emergencies in order to minimize the consequences and protect employees, contractors, the public and the environment.
- Communicate openly and fairly, on a timely basis, with fellow employees and contractors, the public, governments, and other stakeholders.

Safety starts with awareness and awareness starts with each individual worker. Hazard awareness and accident prevention comprise an integral part of any job. All employees, representatives, and contractors working for TORC have a duty and a right to refuse and report unsafe work conditions without retribution when unsafe conditions exist. Working safely is a joint effort that requires the continuous support of everyone working for TORC. The protection of employees, contractors, and the environment is of paramount importance in the planning and completion of every job.



Brett Herman  
President and CEO



Shane Manchester, P. Eng.  
Vice President, Operations



Mike Wihak, P. Eng.  
Vice President, Production