



EHS Contractor Expectations

At Sage Butte Energy, our core values require safeguarding the environment and protecting the health and safety of our employees and Contractors, wherever and whenever we conduct our business operations.

The following minimum guidelines shall be followed at all times when doing work for Sage Butte Energy:

- All personnel onsite must conduct themselves in a way that enhances their personal safety and that of others present.
- All jobs are to be performed in a safe manner. Everyone onsite has the obligation to STOP an unsafe act.
- All personnel onsite must be properly trained to safely perform all required tasks.
- All equipment used and procedures followed in performing the assigned work must be in conformance with all applicable safety, health and regulatory standards.
- Appropriate Personal Protective Equipment (PPE) must be provided to all personnel by their respective employers and must be properly inspected, maintained, and utilized. The minimum PPE required on any location is:
 - Hard hat.
 - Steel toe boots.
 - A.N.S.I Z87 approved safety glasses (clear lenses are required for low light work).
 - Fire retardant clothing (must meet HRC level 2 or greater and NFPA 2112).
 - Personal 4-Way monitor worn in the breathing zone (front brim of hard hat to center chest and outside of outer clothing). Drilling and frac operations are exempt from individual monitor requirements as long as a monitor is available for assessing potential exposure.
 - Fall protection (100% tie off above 4 feet; a man lift requires a centering harness).
 - Additional appropriate PPE for job task based on JSA and SDS sheets (i.e. face shield/ goggles, hearing protection).
 - Impact resistant gloves, unless a site-specific JSA risk assessment or Area Production Management determines that the use of a non-impact type glove can be used without jeopardizing hand protection.
- A JSA shall be written for every job.
 - The JSA will be conducted with everyone on location.
 - The JSA will be presented to any person that arrives on location after the initial review.
 - Any changes in the work procedures require, at a minimum, review and update of the JSA or an entirely new JSA.
 - The JSA will identify hazardous work permits required prior to work commencing (i.e. Hot Work, Confined Space, LOTO, No Buffer Zone).
- Smoking is **NOT** allowed on any location, including within the confines of a vehicle.
 - A designated smoking area will be made available for certain job activities and will be located at the entrance to the location, or as specified by the Sage Butte Energy Representative on location.
- All persons must adhere to all posted speed limits while traveling on any access roads and while working on any Sage Butte Energy location.
- All persons shall respect the land. All littering, firearms, dogs, alcohol or illegal substances, artifact and shed hunting are prohibited.
- Due to H₂S concerns, all personnel are expected to be aware of the properties and hazards associated with H₂S gas. Any person scheduled to work on locations that are producing or capable of production of H₂S must hold current H₂S certification training. If the job scope requires any work that may open up the process and exposure to H₂S is possible, additional PPE measure may be required i.e. supplied air, SCBA, etc.
- Per OSHA regulations, personnel that are required to wear any type of respirator, shall not have facial hair between the sealing surface of the face piece and the face, and hold a valid fit test card, including medical clearance by a physician to use respiratory protection.
- No individual using a cellular phone, camera, computer or any other form of technology may collect or distribute information, recordings, data or pictures regarding activity on any Sage Butte Energy operations or location without prior approval.
- All accidents, injuries, spills, near misses, hazard identifications, and stop work events are to be reported immediately to the Sage Butte Energy representative on location.

Safety must be each individual's priority. Sage Butte Energy expects every Contractor to follow his or her own employer's policies and the minimum Expectations stated above, as well as all applicable local, state and federal laws, rules and regulations. If at any time anyone is observed or identified to be working in an unsafe manner, everyone is obligated to stop work and contact the Responsible Supervisor. Work will continue only when conditions are made safe. If the unsafe act continues, all personnel involved with the unsafe act will be asked to leave the work location.