



NWO Well Services Ltd.

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NWOWS OH&S Book: Part 2: General Safety Procedures

The following General Policies apply to all work at NWO Well Services where not otherwise specified.

Hierarchy and Safety

At NWO Well Services, we prefer to think of ourselves as a group, not a hierarchy. For example, in most situations Supervising Technicians are expected to consult their team whenever possible, as 2 or 3 minds always outweigh 1. Due to legal reasons though, we do not allow this mentality to overflow into our health and safety policy.

In terms of Health & Safety, what a supervisor says should be from established policy, and is not something to be debated in the field. Of course, an employee should never follow a Supervising Technicians instruction if he or she feels that it would be dangerous to do so. But, an employee found to be disobeying a Supervising Technicians instruction, and that instruction is based on sound policy or law, that employee will be disciplined (see Discipline & Enforcement section below).

Any concerns that an employee has about Health and Safety at NWO Well Services, should be immediately reported to their Supervising Technician, even if this means halting work. Undoing an emergency stop or lock-out can always be accomplished, but undoing an injury or death is impossible.

Our Supervisors are given the power to shut-down work at any site, should they feel it is unsafe to work. Work cannot begin again unless the Supervisor agrees to the safety of the worksite or the work. This includes whether or not it is safe to work overtime (with concern over exhaustion and any possible increase in human error due to exhaustion).

In short:

- Always follow the instructions of your Supervising Technician, as long as the instructions do not conflict with safe work practices
- Never hesitate to ask your Supervising Technician Health and Safety questions.
- Never hesitate to stop work (in a safe manner) in order to bring a concern forward.

Working in Cold Weather:

Winter protection gear should be worn, or easily accessible. Driving habits should be adjusted for ice and snow, especially when driving up or downhill. Particularly steep hills should be scouted first, either on foot or with the support truck, before moving a drill rig on it is attempted.

Gathering water from a frozen lake or pond may only be done when a Field Manager approves of both the situation, and the particular spot where the water will be gathered. Water is never to be gathered from a frozen river, stream, or any moving body of water.

Support vehicles are never to be turned off when outside of urban areas, and Supervising Technicians are to ensure that the support vehicle has at least ½ a tank of fuel before leaving a vehicle to idle. Idling vehicles should be checked every 30 minutes.

In short:

- Cold weather gear must always be accessible.
- Driving should be adjusted.
- Only the Manager can approve of getting water from a frozen pond or lake.
- Support vehicles must remain idled, with at least ½ a tank of fuel, and checked every 30 minutes.

Working in Hot Weather:

Water and sunscreen must always be made available for employees, but during hot weather supervisors must make an effort to remind employees to make use of both when daytime highs of 25 degrees or higher are expected.

Additionally Supervising Technicians should make an effort to provide additional breaks as necessary to help employees safely work during hot weather conditions.

Field work will be cancelled at 40 degrees with humidex, and employees will instead work in logistics, at the shop, office, collecting, etc.

If Lightning is Seen or Heard:

Employees are to cease work and move to a large building or a vehicle OTHER than the drill rig. Employees must avoid contacting the metal surfaces of a vehicle- the rubber tires of a vehicle WILL NOT insulate you, instead the safety of a vehicle derives from the metal of the vehicle, which will quickly dissipate any electrical strikes into the ground. If you are touching the metal however, when a strike occurs injury or worse could result.

Move as far from the rig as you feel is safe, and try to keep anyone from getting close to the rig during the storm - it is very conductive when the mast is up.

Work is not to resume until the storm passes, and lightning is not seen or heard for 15 minutes. If the storm lasts one hour and doesn't look like it will cease, Supervisors are to call management and ask for directions on how to proceed. If management cannot be reached and two hours pass the Supervisor is to call off work on the project for the day and return to the shop.

Amendment A13060312F - In addition to MTO vehicle checks, prior to leaving the yard to a project or work site supervisors are to ensure that all appropriate vehicles are equipped with a working fire extinguisher, and first aid kit. We will from now on refer to this as a "pre-trip check".