

HEALTH and SAFETY POLICY

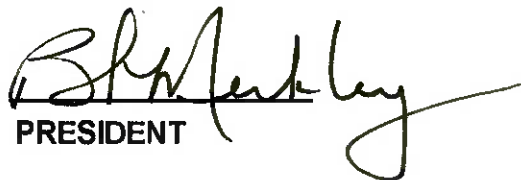
The management of Blackstone Drilling Fluids Ltd. (Blackstone) is committed to ensuring the health and safety of our employees and all others involved in, or impacted by, our operations, while at the same time protecting the environment in which we work and conduct our activities. Blackstone supports the promotion and maintenance of physical, psychological and social well-being of all employees.

The management of Blackstone will be responsible for seeking every reasonable means to provide a safe work environment for all workers. We will do this by employing competent personnel who are equipped to complete their jobs in a safe manner and by using those practices and procedures that meet or exceed regulatory and recognized industry standards. We will also encourage the active participation and support of its employees in promoting and implementing an effective safety program. Blackstone management and supervisory personnel have a direct responsibility for the safety of employees under their supervision, for ensuring that equipment and machinery is safe and used in compliance with safe work practices and for ensuring that all safety objectives are met.

All employees or contract workers involved in Blackstone operations are responsible for performing every job in a manner that safeguards themselves and their fellow workers. This can be accomplished by exercising sound judgment, maintaining a high level of safety awareness, applying all education and training, understanding the scope of your job or task and the hazards involved, complying with all applicable legislation, and following safe work practices and procedures. Blackstone will ensure that workers and supervisors receive effective training in their specific work tasks to protect their health and safety.

It is everyone's responsibility to identify, correct, and immediately report to their supervisor or manager unsafe working conditions or personnel who are inadequately trained or equipped to perform their job safely.

Employees and contract workers will be encouraged to offer their suggestions as to how Blackstone can improve its safety program or procedures. With your co-operation and commitment to safety, we can achieve our Company goal of **PREVENTING ALL LOSSES** for the benefit of our fellow workers, our families, the general public, and the environment.


PRESIDENT

January 1, 2024
DATE