

WESTERN ENERGY SERVICES CORP.

EQUAL EMPLOYMENT POLICY

Purpose

Western Energy Services Corp. (“Western” or “Company”) is an energy services company committed to cultivating and maintaining a culture of diversity and inclusion. The purpose of this policy is to outline our commitment to ensuring discrimination does not occur within the Company’s hiring practices on any protected grounds, including race, ancestry and/or skin colour.

Scope

This policy applies to all employees (“employees”) of Western regardless of their employment status (permanent, temporary, casual, part time or full time) who are in a capacity to make hiring and employment decisions. Contractors and consultants are also expected to act in a manner that is consistent with this policy.

It is understood that the Company operates in a number of jurisdictions and if this policy conflicts with local (provincial or federal) laws, the Company will adhere to applicable localized employment laws and regulations.

Policy

Western prides itself on being an equal opportunity employer and it is the policy of Western to ensure that those applicants who meet Western’s qualification requirements for employment, and hired employees are treated without regard to their race, religious beliefs, skin colour, gender, gender identity, gender expression, disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. All actions and decisions including: employment, upgrading, demotion, transfer; recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, pre-apprenticeship, and on-the-job training, shall be in compliance with this policy.

Western recognizes the benefit of hiring local and Indigenous employees and services, as well as the importance of building relationships where development may affect people locally. Each of our area offices seek-out local employees and equipment suppliers as long as they meet our stringent qualification and experience requirements to ensure that we maintain the safest and most efficient operations possible. Our goal is to establish and foster mutually beneficial relationships in areas where we operate and in the community as a whole. We do this by building relationships, providing employment opportunities, developing business opportunities and creating community partnerships.

We understand the value of hiring local people whenever possible as they have knowledge and community connections that greatly benefits our organization. In addition, hiring locally works well for our employees as they do not have to relocate their family and re-establish themselves in a new community.

Further, Western’s Respectful Workplace Policy and the Company’s Code of Business Conduct and Ethics Policy outline our commitment to establishing and fostering a supportive, collaborative and mutually beneficial workplace that supports a wide range of ethnicities, religions and embraces cultural diversity. All individuals are equal in dignity and rights, and Western embraces and encourages employee differences and characteristics that make our employees unique.

Western does not condone any form of discrimination. It endorses and embraces the *Alberta Human Rights Act* and other pieces of applicable human rights legislation which prohibit discriminatory practices.