

**WESTERN ENERGY SERVICES CORP.**  
**Respectful Workplace Policy (the “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. All individuals are equal in dignity and rights, and the Company embraces and encourages employee differences, which include, but are not limited to differences in: age, colour, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, socio-economic status, and other characteristics that make our employees unique. The Company also aims to employ persons who share in a mutual awareness and appreciation of the diverse racial and cultural composition of its workforce.

All Western employees have a responsibility to treat others with dignity, respect and professionalism at all times. In pursuit of this goal, Western does not condone or tolerate acts of offensive, discriminatory or other disrespectful behavior including all forms of harassment. The Company considers such matters very serious and unacceptable and is committed to the elimination and prevention of such behaviour(s). Western will abide by relevant legislation if it is more stringent than the provisions outlined in this policy.

**Scope**

This policy applies to all employees (“employees”) of Western regardless of their employment status (permanent, temporary, casual, part time or full time). 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, state or federal) laws, the Company will adhere to applicable localized employment laws and regulations.

**Policy**

Western recognizes the value in a diverse culture and strives to ensure that communication in the workplace is open, accurate and respectful at all times. Western is committed to ensuring a respectable workplace and addressing any issue by:

- working to ensure that necessary business and safety information and workplace communications are clear, well understood, respectful and accessible for all staff members
- Developing specific procedures including an investigative process that is built on confidentiality, fairness and respect
- Building awareness of respectable workplace values through, training and clear workplace communication(s)
- Setting reasonable and responsible work expectations related to a respectful workplace
- Developing specific standards and procedures that will adhere to the legal requirements of localized employment and occupational health and safety laws and/or legislation

Approved by the Board February 13, 2019  
Ratified by the Board of Directors May 21, 2020.

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