



Savanna Well Servicing Inc.
Suite 1000, 734 7 Avenue SW
Calgary, Alberta T2P 3P8
P. 403 503 9990 F. 403 503 0654
www.savannaenergy.com

Savanna Well Servicing Canada Safety Boots Program

1. PURPOSE

Savanna Well Servicing Inc. ("Savanna") is committed to the health and safety of all our employees, which includes ensuring all workers have the appropriate workplace attire and personal protective equipment (PPE) while on the worksite. This program is designed to ensure all workers on a Savanna Well Servicing worksite have the appropriate safety work boots. Savanna Well Servicing employees are required to have CSA (Canadian Standard Association) approved safety work boots while conducting their duties.

2. ELIGIBILITY

All Savanna Well Servicing Canada field rig employees and maintenance/shop workers.

3. EFFECTIVE DATE

This program is effective May 19, 2022.

4. PROGRAM DESIGN

Employees will be eligible to participate in this program every twelve (12) months.

Employees can contact their Crew Coordinators to request a Mark's Commercial pre-paid voucher that can be used towards the purchase of safety boots in-store at any Mark's location. The current voucher value is two-hundred and fifty dollars (\$250) plus applicable taxes.

Prior to being issued a voucher, employees will be required to sign the Savanna Safety Boots Program Acknowledgement Form.

Employees that are terminated (voluntary or involuntary) within six (6) months of being issued a voucher to purchase their safety boots through this program, will be payroll deducted the costs related to this program.

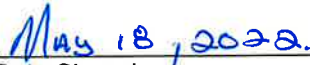
The minimum standard of footwear eligible for this program must be CSA (Canadian Standard Association) approved CTCP 8".

OTHER TERMS & CONDITIONS

The Savanna Well Servicing Canada Safety Boots Program is subject to change at management discretion at any time.

Approved by:


Bryan Toth
General Manager
Savanna Well Servicing Inc.


Date Signed