



Savanna Drilling Corp.
Suite 1000, 734 7th Avenue SW
Calgary, Alberta T2P 3P8
P. 403 503 9990 F. 403 503 0654
www.savannaenergy.com

Savanna Drilling Canada Safety Boots Program

1. PURPOSE

Savanna Drilling 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, including appropriate footwear. CSA (Canadian Standard Association) approved footwear is required at all Savanna Drilling worksites (including drilling rig, yard and shop locations).

2. ELIGIBILITY

All actively employed Savanna Drilling Canada employees that may be required to travel to the field and/or conduct duties at a Savanna shop/yard location.

3. EFFECTIVE DATE

This program is effective May 1, 2022.

4. PROGRAM DESIGN

Employees are eligible to participate in the safety boot reimbursement program once every twelve (12) months, starting from the last purchase date. Any safety boots purchased before the completion of the 12-month period will not be eligible for reimbursement.

The minimum standard of footwear eligible for reimbursement is CSA (Canadian Standard Association) approved **CTCP 8" high top or rubber boots**

Employees will be eligible for a reimbursement of up to two hundred and fifty dollars (\$250.00). Reimbursement will be processed through payroll within thirty (30) days of submission.

To be eligible for reimbursement, employees must sign the program acknowledgment form and submit a receipt for proof of purchase, including purchase price and description of footwear confirming minimum CSA standards have been met. The program acknowledgement form and proof of purchase can be sent to Human Resources by email to sdca-humanresources@savannadrilling.com.

5. OTHER TERMS & CONDITIONS

Employees that are terminated (voluntary or involuntary) within six (6) months of reimbursement for the purchase of safety boots through this program, will be payroll deducted the full amount of the reimbursement.

Employees who are within their three (3) month probationary period that request unpaid time off or a leave of absence, will be payroll deducted the full amount of the reimbursement payment. This will be reversed and repaid upon the employees return to work.

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



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Employee Acknowledgement & Signature:
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By signing below, I confirm that I have reviewed the program document and irrevocably authorize Savanna to deduct through payroll (including my final pay) costs related to the Savanna Drilling Canada Safety Boots Program, if my employment is terminated (voluntary or involuntary) within six (6) months of the date of reimbursement or if I request unpaid time off or a leave of absence within my three (3) month probationary period.

Employee Name (Please Print): _____

Employee Signature: _____

Date Signed: _____