



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".

### 5. OTHER TERMS & CONDITIONS

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

Approved by:

Brian Hanson  
General Manager  
Savanna Well Servicing Inc.

Oct. 17, 2024

Date Signed



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<b>Employee Acknowledgement &amp; Signature:</b>
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By signing below, I confirm that I have reviewed this program document and irrevocably authorize Savanna to deduct through payroll (including my final pay) costs related to the Savanna Well Servicing Canada Safety Boots Program, if my employment is terminated (voluntary or involuntary) within six (6) months of being issued a voucher to purchase safety boots through this program.

Employee Name (Please Print): \_\_\_\_\_

Employee Signature: \_\_\_\_\_

Date Signed: \_\_\_\_\_



## Savanna Well Servicing MEMO

### SAVANNA WELL SERVICING CANADA SAFETY BOOTS PROGRAM: Frequently Asked Questions (FAQ)

**1. Where can I use this voucher?**

You can use this voucher in-store at any Mark's location in Canada. Vouchers are valid for 45 days from issue date and are one-time use only. For Mark's locations across Canada, you may visit their website at: <https://www.marks.com>

**2. Can I use this voucher for anything else?**

Vouchers can only be used to purchase safety boots.

**3. What kind of safety boots can I get with this voucher?**

Winter Boots need to be CSA Grade 1 (or)  
Lace Up Boots must be minimum 8" and CSA Grade 1

**4. What if the safety boots that I choose cost over \$250?**

The vouchers maximum value is only \$250 plus taxes. If your safety boots exceeds the maximum value, you are responsible for paying the difference at the point of sale.

**5. What if the safety boots that I choose cost below \$250?**

If your safety boots cost is below the voucher value, the difference will not be given to you or charged to Savanna.

**6. Can I return or exchange my safety boots once I purchase them using this voucher?**

You may exchange your clean and unused boots at a Mark's location if there might be a sizing or manufacturer's issue. Standard exchange conditions through the retailer will apply. If you might choose to return your unused safety boots at a Mark's location after using your voucher, you will not receive any monetary value for your boots and a credit will be issued to Savanna's account.

**7. Does Mark's offer a discount on safety boots for Savanna employees?**

Yes. By using this voucher, employees will be eligible to receive the following discount on regular priced items:

- Dakota CSA Approved Safety Footwear at 15% off
- Other CSA Approved Safety Footwear at 10% off
- If an item is sale priced lower than the program price, the lower price will apply.

**8. How often can I participate in this program?**

Employees can participate in this program every 12 months.

**9. How will the vouchers be issued?**

Since only original signed vouchers will be accepted by Mark's, you may pick up your voucher at your local field office through your Crew Coordinator or other arrangements can be made (e.g. vouchers can be sent through Rig Mail, etc.)