

**HILLCREST ENERGY TECHNOLOGIES LTD.**  
**(“Hillcrest” or the “Company”)**

**HEALTH AND SAFETY POLICY**

**Policy Statement**

Hillcrest is committed to providing safe and healthy working conditions for our employees, contractors and visitors at our laboratories and offices. We do not tolerate unsafe acts or conditions. We will not compromise our health and safety values for profit or production. All employees and contractors have the authority to stop work when a hazardous situation appears imminent.

Our goal is to operate in a safe and injury free workplace. This goal can only be achieved through strong leadership from our management, and the commitment to this goal from all our employees, contractors and visitors.

We believe that accidents and work-related health risks are preventable. We are focused on identifying, understanding, managing and, where possible, eliminating these risks. We strive for continual improvement in our health and safety practices. We are committed to full compliance with all applicable health and safety legislation and regulations in the countries in which we operate.

This Policy applies to all employees of Hillcrest and its subsidiaries, our contractors and to every visitor to our operations. Each of our operating subsidiaries is required to have a health and safety policy appropriate to the nature and scale of activities being operated, which meet or exceed the health and safety legislation and regulations of the jurisdictions in which it operates, and incorporates the values and obligations set out in this Policy.

**Hillcrest Health & Safety Values:**

Our ability to operate the business, satisfy customers and other stakeholders and build sustainable economic success is increasingly dependent on our health and safety performance. Our commitment applies to all aspects of our business and includes the following:

- Nothing we do is worth getting hurt for
- Work-related health risks are preventable
- Safety can be managed
- Injuries can and should be prevented
- Safety is everyone’s responsibility
- Safety is a condition of employment
- Employees are encouraged and recognized for their contribution toward improving our health and safety performance

## **Our Approach**

In order to fulfil our commitment to providing safe and healthy working conditions for our employees, contractors and visitors, Hillcrest and its subsidiaries are committed to strive to:

- Promote health and safety as a core value within all levels of the Company. The welfare of our people is our main goal.
- Encourage and promote a culture of prevention providing visible health and safety leadership.
- Continuously monitor, review and improve our health and safety management systems and performance.
- Establish measurable objectives and targets that focus activities on key areas to reduce potential harm and optimize health so that we can track our progress.
- Comply fully with all applicable health and safety regulations, standards and other requirements at a minimum. In the absence of appropriate legislation, industry best practices will be used.
- Maintain laboratories and all infrastructure in a safe condition with documented safe work procedures, practices and management systems.
- Identify health and safety hazards evaluate and control risks and impacts of our activities.
- Prevent injuries and occupational diseases through compliance with safety, health and environmental care practices.
- Implement and maintain emergency response programs at each location controlled by the Company to support our activities, employees, contractors and visitors.
- Ensure that accident reporting is completed in a diligent manner and where necessary take immediate steps to mitigate the potential for a reoccurrence.
- Provide all necessary training, education, equipment resources and information to improve our preventative culture and ensure a healthy and safe work environment.
- Maintain responsible and timely communication with our workers.
- Hold management, employees and contractors accountable for their health and safety performance.
- Require all our contractors, suppliers and partners to conform to our Health and Safety Policy in their business when on our sites.

## **Training and Communication**

The Company will provide a copy of the current version of this Policy to new Employees and contractors when they are hired or contracted and will provide copies of significant changes as necessary. We will provide health and safety training to our employees in our Health and Safety training sessions.

## **Monitoring and Reporting**

We will continually review and evaluate health and safety legislation, regulations and standards in the jurisdictions in which we operate.

We will continue to develop and implement supporting policies, procedures, training and internal reporting structures to embed this Policy throughout the Company.

The Company expects all Employees to take steps to prevent any violation of this Policy. This includes identifying and raising potential issues before they lead to problems and seeking additional guidance when necessary.

Employees who become aware of a violation of this Policy must report the matter to their immediate supervisor, or alternatively anonymously through the Whistleblower process as soon as possible. If an Employee reports the matter to their immediate supervisor, that supervisor must immediately communicate the information to the COO who will determine the most appropriate method to investigate the substance of the claims and ensure that there is appropriate monitoring of progress until the matter has been satisfactorily resolved.

Employees who raise genuine concerns will not be subject to retaliation or disciplinary action. Retaliation by anyone as a consequence of making a good faith report of a possible violation of the law or this Policy is strictly prohibited and will result in disciplinary action, including termination.

We will make our health and safety performance available to the public through annual reporting initiatives.

### **Questions**

Any questions regarding this Policy should be directed to the COO of Hillcrest.

### **Changes to this Policy**

Hillcrest reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

This Policy was approved by the Board on January 17, 2023.