Parkland Health, Safety & Environment Policy

Parkland Corporation is committed to providing a safe and healthy work environment that protects our employees (including their physical, psychological, and social well-being), contractors, customers, the environment, and the communities we serve. Safety is our top core value at Parkland. We are dedicated to complying with all applicable health, safety and environmental requirements and will maintain a comprehensive Health, Safety and Environmental (HSE) Management System to safeguard our employees, visitors, contractors, the general public, and our property.

Parkland is committed to:

- reducing the occurrence and severity of workplace incidents
- actively involving all employees to improve workplace health and safety
- tracking, measuring and improving our health and safety performance
- training our workers to ensure they have the knowledge and skills necessary to perform their work safely
- working proactively to ensure the health, safety, and well-being of our workforce
- preparing for and responding to an emergency
- encouraging safe work practices to help:
    - protect the environment and enhance environmental awareness within our teams;
    - mitigate our environmental impact and
- monitoring environmental performance and reporting regularly on environmental issues as required
- consulting with Indigenous and local communities and other stakeholders on environmental issues as required

HSE governance is stewarded by our Board's Environment, Safety and Sustainability committee. Our leadership team is accountable for ensuring that this HSE Policy is widely distributed and understood, will annually set goals and objectives for our HSE Program and actively support plans for achieving our targets. Our leaders will ensure workers and contractors receive appropriate communication and support to maintain a safe work environment. We ensure our employees are knowledgeable regarding workplace hazards and controls, and we empower them to stop work when needed to ensure safe work procedures and practices are followed. We also welcome our employees' efforts to improve HSE procedures, practices, and systems.

Leaders at all levels of the organization are accountable for workplace HSE, and all employees are responsible for meeting HSE requirements. I ask for every employee's continued commitment to achieve our Health, Safety and Environmental goals.

_____   30/08/2024
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Bob Espey, President & CEO   Date

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