The Health, Safety and Environment Policy Document

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CONTROL

This is a controlled Document.
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PURPOSE

The purpose of this document is to outline the governing values of the Company along with the underlying policies that support the values.

LIMITATIONS

This document does not attempt to address all matters that go into making a safe and enjoyable work environment. It does touch on key policy's that make for sound business practices and all Maha Employees and Contractors are expected to read, obey and understand these high level values and policies.

IMPROVEMENTS

Improvements and suggestions are welcome. Please forward concerns, suggestions and/or improvements to your Supervisor.

STAY SAFE

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MAHA ENERGY INC.

Our Values

Caring & Responsible People

Excellence & Enjoyment

We put the health and safety of our people first

We want to be the best neighbor

Honesty
We will always be honest and truthful

We want to contribute to our community

We deeply care about the environment

Respect
We will treat everyone with respect and always be respectful to one and other

Integrity
Our word is our bond

We lead by example

We do not judge

Responsibility
When we mess up we will always assume responsibility

"We are here to create value for our company, our community and our customers through the extraction of hydrocarbons, if we cannot do that safely and without harm to the environment, we will not do it at all. - Our cornerstone is that high HSE standards are achievable without sacrificing profits and work enjoyment." Jonas Lindvall – CEO - April 2015

MAHA ENERGY INC.

Company Objectives

"It is our Policy to work hard, enjoy work and better our environment and community."

Be Profitable

Work Safe

Maha Energy recognizes our people are the number one asset. We are committed to providing a safe and healthy work environment by emphasizing individual risk assessment and safe work practices. We are constantly looking for new and innovative ways to achieve our ongoing goal of no lost time incidents.

Continually Improve

Protect the Environment

Maha Energy is environmentally conscious. Our operations are geared towards minimizing environmental impact through careful planning and good communication between our neighbors, community, authorities and our-selves.

Work with Integrity

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Support the community

We will work hard to minimize the potential negative impacts our operations have on our neighbors.
We will also strive to ensure the local community benefits from our operations, both directly and indirectly.

Respect One Another

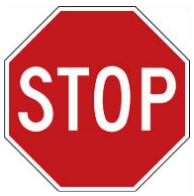
Respect for our employees and the people we work with is an integral part of Maha's business practice. We believe respect in the workplace creates empowerment at every level along with increased productivity and better all round moral.

Enjoy the work

Strive for Excellence

Support and teamwork are important elements in any effective workplace. Maha Energy encourages collaboration and support between employees at all levels of expertise.

Working at Maha must be fun, challenging and rewarding. We must never stop improving!



At Maha any employee, contractor or visitor has the power to STOP an unsafe act!
Stop, **T**hink, **O**bserve, then **P**roceed !

HSE Policy

At Maha, Health, Safety and the Environment is #1 :

Focus on Safety

Maha Energy strives to provide a safe and healthy work environment for all employees, contractors and suppliers. This means the safety of life, limb, environment and property always comes first – in that order!

The Power to Stop Work

Any employee, contractor or visitor at Maha has the power to refuse and stop work at any time on the basis it is deemed unsafe to the individual, property, and/or the environment!

Always Comply with the Law:

Maha Energy will never support illegal activities. If an employee is unsure of the laws surrounding a particular task. STOP and seek guidance from a supervisor or management.

Consider safety of life, limb, environment and property first

Always stop work if it endangers life, limb, environment or property.

This means :

- All employees have the responsibility and authority to stop work at any time if it is deemed unsafe to the individual, the environment and/or the property.
- Always wear Personal Protective Equipment (PPE)
- Correctly dispose of hazardous materials that could potentially cause harm to people and/or the environment.
- In a situation which involves the accidental discharge of hazardous materials, alert your supervisor ASAP.
- Only perform tasks for which you are trained, competent, medically fit and sufficiently well rested.

Always exercise respect to co-workers, neighbors and visitors.

Maha believes that all of its employees have a shared responsibility in maintaining a respectful workplace to promote a safe work environment.

This Means:

- Fostering respectful behavior toward one another by recognizing the value of diversity in the workplace.
- Looking out for one another.
- Challenge inappropriate behavior when it occurs and report these incidents when warranted.
- Avoid placing one's self or others at risk.

Always Track and Report Incidents

Maha is continually looking for new and innovative ways to achieve our ongoing goal of zero injuries or illness. Reporting all incidents, near misses and potential improvements is a fundamental part of this process.

This means:

- Report what you observe immediately.
- Be transparent, we do not hide facts.
- Be objective, say it how it is.
- Be proactive- report potential improvements to hazard reduction.

Personal Protective Equipment Policy

It is mandatory to always wear PPE on Maha worksites.

Who	All individuals must wear PPE whilst on Maha properties
What	**<u>Minimum PPE to be worn at all times</u>**: - Hardhat - Safety Glasses - Steeltoed boots[1,2] - Protective clothing **<u>PPE to be worn as required</u>**: - Poisonous Gas Monitors - Fall Arrester and harness - Full Facemask - Breathing Apparatus
How	Maha will provide all PPE [1] Employees will receive an allowance for Steeltoed boots. [2] Visitors are exempt in most areas – check with your host
When	Always wear appropriate PPE
Where	Basic PPE – everywhere - Gas Monitors – At tank farm, separation equipment and anywhere gas can accumulate - Fall Arrestors : Anytime whilst working above 4 ft. - Breathing Apparatus : Confined spaces or in noxious gas environment - Face Mask : High dust areas - Full Face Shield : When working with hazardous chemicals

Basic PPE : Basic PPE includes; Hardhat, Eyeprotection, Safety boots and protective clothing.

Smoking and Tobacco Policy

No Smoking is Allowed on Maha Property

Policy

It is the policy of Maha Energy that smoking is not allowed on Maha grounds, except in designated Smoking Areas.

No spitting of chew tobacco except in a 'spit cup'.

Standards of Behavior

Smoking in Company Vehicles

It is the policy of Maha Energy that smoking is not allowed in Company owned Vehicles.

Where is smoking allowed?

Smoking is only allowed outside the Administration Office.

Cigarette Butts must be disposed off properly. No littering!

Chewing Tobacco

Spitting should be contained to a 'spit cup'. Please dispose of used cups sanitarily.

Environmental Policy

Always Report Spills

Policy

It is the policy of Maha Energy to safely extract, process and ship hydrocarbons whilst minimizing the impact to the environment.

Always keep the environmental impacts in mind!

Strive to keep spills to zero.

Proactive & Reactive

It is always better to be proactive than reactive. Therefore, Maha considers it paramount that proper planning and communication is undertaken before operations commence. The largest impact on safeguarding the environment is made by being proactive.

Environmental Containment Kit

Maha maintains a rapid response environmental incident trailer!
It is the responsibility of the Operations Manager to ensure stock levels and accessibility of the oil spill equipment.

Contain

If it is safe :-
- Strangle supply
- Contain
- Secure

Report

Always report spills:
Note :
- Date & Time
- Location
- Spill size
- Type of material spilled
- Actions taken to contain
- Notify authorities

Alcohol & Drug Policy

Maha's Policy on Alcohol and Drugs is centered around the following cornerstones:

Maha Promotes healthy living

Maha Energy strives to provide a safe, healthy and productive work environment for all employees, contractors and suppliers. To this end the workplace must remain free from inappropriate alcohol use and illegal drugs.

Impaired workers are a danger to themselves and others

The use of illicit drugs, and the inappropriate use of alcohol, medications or other substances, can have serious adverse effects on the safety and well being of employees, our neighbors and/or the environment.
Maha mandates that all employees be aware of these inherent risks and the threat they pose to safety at work. Where possible, Management will provide education to raise awareness of the consequences and dangers of drug and/or alcohol abuse, however it is the employee's personal responsibility to be fit for duty. Therefore illegal drugs and/or alcohol will never be tolerated on Maha worksites.

Standards of Behavior

Illegal drugs and inappropriate alcohol use is strictly prohibited on Maha controlled Properties

At work Maha employees should be fit and ready to perform their duties at all times.
This means:

- An Employee or Contractor shall not use, distribute, or offer for sale, alcohol or illegal drugs while on Maha installations.
- Except when authorised for special occasions, alcohol consumption is not permitted during working hours. Certain places have also been designated as alcohol-free at all times.
- It is the employee's responsibility to know the status of their site.
- An employee or Contractor is prohibited to work if alcohol and/or drug induced.
- An employee or Contractor is prohibited to work if displaying 'hang-over' signs.

Maha undertakes random Drug and Alcohol screening

Appropriate measures will be taken where there are reasonable grounds to believe that actions, appearance or conduct suggest the use of Drugs or Alcohol on Maha worksites.
This means:

- Targeted drug and alcohol testing will take place where there is suspected drug or alcohol use.
- Drug and Alcohol testing will take place where there are reasonable grounds to believe that an incident occurred as the result of the use of drugs and/or alcohol by an employee or contractor.
- Maha undertakes random drug and alcohol testing.
- Anyone found under the influence of illegal drugs and/or alcohol will face disciplinary action that might include immediate dismissal.

Employment Policy

Maha is an equal opportunity employer

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Maha Energy is committed to providing equal opportunities to all job applicants and employees without discrimination. All employment related decisions will be based on merit, relevant qualifications, performance, and experience. Maha will ensure this policy is upheld by imposing only valid job requirements. It is our continuing goal to make employment decisions that further the principle of equal opportunity for everyone.

Maha will comply with applicable employment laws

Maha will not tolerate unlawful employment and discrimination of any kind. All aspects of employment including recruitment, hiring, evaluation, and termination will be within applicable laws and regulations. Maha understands its responsibility to deliver to each employee the opportunity to develop their skills and talent in an environment free from discrimination.

Promote internally

It is the policy to endeavor to promote from within the organization before sourcing outside recruits. , hazing or any other type of harassement

No Bullying

Maha tolerates no form of bullying

hazing or any type of harassement

How this policy will be implemented

Always within the law

Maha will work to ensure local legislation is well understood and followed.
This means:

•The relevant governmental agencies will be contacted if there are questions regarding the potential applicability of certain local laws.

Respect and Fairness

Maha will demonstrate respect and fairness when interacting with current and potential future employees regarding all employment related issues.
This means:

- Management is commitment remaining open and approachable so that employees feel they are able to raise concerns about equal opportunity related issues without the fear of harassment or intimidation.
- Bullying, physical and verbal abuse as well as harassment is not tolerated and will lead to dismissal.

Training Policy

Maha's Policy on training is centered around the following cornerstones:

We try to hire 'trained' workers

Maha strives to hire experienced personnel. However, where necessary, we will provide the required training to ensure our employees have the knowledge and capability to conduct operations in a manner that is consistent with our safety policies and in line with our views on environmental protection.

We will train all Employees in HSE management

Maha is of the view that all persons who work for us are responsible for ensuring that health and safety is managed in all aspects of our business. We are therefore committed to providing training to ensure our policies on health and safety are upheld. Maha strives for all our employees to be capable of responding effectively to emergency situations and to have an "eye" for hazard mitigation. We strive to foster a culture where everyone understands that training is an ongoing process; therefore we will listen and respond openly to employees suggestions to facilitate a constantly evolving teaching and learning process.

Training to Emphasize Monitoring and Evaluation

The Importance of Monitoring

Maha believes the knowledge gained from effective monitoring is at the core of any successful organization. Monitoring and evaluation provide information and facts that, when accepted and internalized, become knowledge that promotes improvement. Maha believes monitoring is vital in measuring success and will train employees to share in its importance.

This means:

- Employees will report what they observe.
- Employees will question everything-if something does not make sense, check it again.
- Employees will record accurately.
- Employees will record vital operational observations daily.

The Importance of Evaluation

Maha believes regular evaluation keep operations on track. Additionally, problems are often detected earlier, which reduces the likelihood of having major cost overruns, time delays as well as negative safety and environmental implications. Maha stress the need for continual evaluation at all levels of its operations to ensure overall objectives are achieved.

1 oz. of Proactive = 10 oz. of Reactive

Emergency Response Plan

Maha shall have an up-to-date ERP

It is not a 'step by step' plan

Maha Energies Emergency Response Plan (ERP) is not a 'step by step' manual. Instead it focuses on a set of umbrella procedures which can be applied to the myriad of emergency situations inherent in the nature of oil field work.

Individual thinking is required

Individual thinking is required and encouraged to work within umbrella procedures to ensure that emergency response is prompt, organized and above all else, effective at dealing with the situation at hand.
Emergency Response should be practiced routinely and evolve continually.

Maha's 5 Cornerstones of Emergency Response

Emergency Responsibilities

To effectively deal with an emergency, everyone needs to know their role.
This means:

- There is an up-to-date Emergency Response Team identified.
- There is a designated Emergency Response Team Leader.
- There is an up-to-date Emergency Contact List readily available.
- The responsibility of creating and updating an emergency contact list is assigned.
- First aid responsibilities are assigned to trained personnel on location. This includes proper maintenance of first aid kits and equipment.
- The responsibility of emergency evacuation and accounting for all persons is assigned to specific personnel.
- The responsibility for contacting emergency services is assigned to specific individual.

Emergency Procedures

Maha Energy will provide site specific umbrella procedures for emergency situations. These are not to be considered 'step by step' manuals but rather guides to be used alongside individual thinking.
This means:

- Index emergencies are identified along with possible consequences. Recommended actions are listed.
- Evacuation routes for the work site and surrounding areas are identified.
- Muster points are identified.
- Drills for practice and evaluation of procedures are tabled along with recommended frequencies.
- Inventory of emergency resources.

Communications

Maha Energy will implement clear lines of communication to facilitate emergency responders.
This means:

- There will be an onsite emergency communications process in place.
- Clear communication lines and current working contact details must be updated regularly.

Post Incident Investigation

When necessary a company member will serve as an internal investigator to liaise with government agencies.

This means:

- A designated investigator must be appointed to investigate each serious incident.
- An Incident Report must be filed and closed out, c/w recommendations and a timeline for implementation of improvements.
- The report will include findings and recommendations aimed at preventing incidents of a similar nature.

Plan Verification

Maha understands that every installation is different. Tailoring Emergency Response Plans to suite the logistics of a particular site is of the upmost importance. Maha does not consider a "one size fits all" approach when it comes to safety.

This means:

- Installations will be visited by a supervisor and someone from Management to review the ERP and communication process.
- Emergency access – what the fastest, safest route onto location is for outside emergency responders.
- Evacuation procedures – identifying the safest routes out of the work site in the event of an emergency.