



## Safety and Health Policy Statement

At **Virtue Oilfield Rentals, LLC dba Virtue Energy Services**, safety is a core value, and we are committed to providing a safe and healthy work environment for all employees. The Company has a strong safety culture, and we expect that all employees and subcontractors understand and adhere to our policies, procedures, and safety values at all times.

The health and safety of our employees is of critical importance to the management team; and prevention of injury and occupational disease is our primary objective.

- Management recognizes and supports the right of all employees to work in a safe and healthy work environment.
- Employees will be accountable for their safety performance and are responsible to ensure a safe and healthy workplace.
- The elimination of incidents and injuries requires the full commitment of all employees to conduct their work safely and knowledgeably.

**Virtue Energy Services** has an honored and distinguished history of problem solving, and our people are the source of our strength. Through our family of companies, we provide solutions to enable our clients to achieve their goals. As a multi-disciplined oilfield service company, we have a proud legacy of accomplishing the mission and taking care of our most valuable asset – **OUR PEOPLE**.

Our industry requires constant vigilance toward the safety and health of our personnel, those around us and the public at large. Our responsiveness and commitment to excellence demands continuous identification and mitigation of hazards through deliberate risk assessment and sound on-scene judgment.

This is only possible in an atmosphere of trust where our personnel are encouraged to report hazards without fear of reprisal. Without open reporting, we miss opportunities to correct deficiencies that when left unchecked, may result in catastrophic failures or loss of life.

We grow our safety culture and build mutual trust when peers, mentors, and leaders openly discuss errors and coach at-risk behavior. A culture of safety must be instilled into all facets of our organization, so it becomes second nature.

Establishing a culture of safety requires our leaders to visibly support our Company's Safety Management System. Every Manager, Supervisor, Foreman will ensure risk management principles are incorporated into the planning and execution of every activity.

Safety is a team effort, and every individual is responsible and accountable for identifying and reporting hazards and managing risks. Management is responsible for maintaining safe working conditions and practices, and the safety of all employees under their supervision.

A safe and healthy work environment ensures we will remain Ready, Relevant and Responsive in our service to our oil and gas industry clients.

A handwritten signature in blue ink that reads 'Amy Johnson'.

Amy Johnson  
Executive Vice President  
Virtue Oilfield Rentals, LLC dba Virtue Energy Services



## Environmental Policy Statement

Virtue Oilfield Rentals, LLC dba Virtue Energy Services is committed to environmental responsibility in the conduct of its business. Virtue Energy Services has corporate policies of providing a safe and healthful workplace, protecting the environment, and conserving energy and natural resources. Here is a summary of our corporate environmental policy objectives:

- Be an environmentally responsible company and act promptly to correct conditions that endanger health, safety, or the environment.
- Conserve natural resources by reusing and recycling materials, purchasing recycled materials, and using recyclable packaging and other materials.
- Provide a means of disposing of end-of-life products in an environmentally safe and responsible manner.
- Use manufacturing processes that do not adversely affect the environment, minimize waste, prevent air, water, and other pollution, minimize health and safety risks, and dispose of waste safely.
- Ensure the responsible use of energy throughout our business, including conserving energy and improving energy efficiency.
- Utilize products, services, and expertise to assist in the deployment of energy-efficient solutions.
- Meet or exceed all applicable government requirements and voluntary requirements to which Virtue Energy Services subscribes.
- Strive to continually improve Virtue Energy Services' Environmental management performance, and periodically issue progress reports to the general public.
- Conduct self-assessments of Virtue Energy Services' compliance with this policy.

Every employee and every contractor on Virtue Energy Services premises/sites/locations is expected to follow this policy and to report any environmental, health, or safety concern to Virtue Energy Services management personnel.

A handwritten signature in blue ink that reads 'Amy Johnson'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Amy Johnson  
Executive Vice President  
Virtue Oilfield Rentals, LLC dba Virtue Energy Services