



WE DO IT SAFELY, OR NOT AT ALL.

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February 2024

Message from the COO

As we navigate the challenges of our daily responsibilities, it's crucial to take a moment to underscore the significance of safety, particularly when it comes to driving. Although many of us take the risks associated with driving for granted, driving to and from the job site is the most dangerous task we do each day. Our commitment to safety extends beyond the worksite, and it is essential to promote safe driving habits among our team members both on and off the road.

Safe driving is not just a personal responsibility; it is a reflection of our commitment to the well-being of ourselves, our colleagues, our families and the broader community. No matter your capacity within the organization, your influence plays a pivotal role in shaping the culture of safety within our team.

I urge each of you to take a moment to reflect on your driving habits and the impact they may have on yourself and those around you. Let's collectively commit to making safe choices on the road, ensuring that we arrive at our destinations safely every time.

Thank you for your attention to this critical matter. Together, we can foster a culture of safety that extends beyond the worksite and positively influences our broader community.

Rob Baker, COO
Green Energy Services



**JOINT OCCUPATIONAL
HEALTH & SAFETY
COMMITTEE MEMBERS**

- Damian Akhurst - Company Rep.
- Shawn Fortin - Worker Rep.
- Rob Baker
- Fred Barry
- Ryan Besler
- Gary Burke
- Toby Congert
- Michele Davis
- Mathew Grierson
- Dustyn Hordos
- Chris Kestell
- Scott Malmgren
- Eric McNeil
- Janice Nadeau
- Jamie Querin
- Dave Snodgrass
- Daniel Wood

CONNECT

780-567-5379

**601, 736 – 6 Avenue SW
Calgary, Alberta T2P 3T7**

STATISTICS & RESULTS – JANUARY 2024

TRIF	FIRST AID	MEDICAL AID	MODIFIED DUTIES
0.2	3	1	1

LOST TIME	LOC	KMS DRIVEN	SAFETY FORMS PROCESSED
0	3	2,615,342	4,210

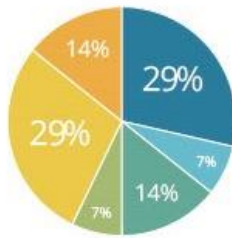
TRIF: Total Recordable Injury Frequency

LOC: Loss of Control

Forms Signed



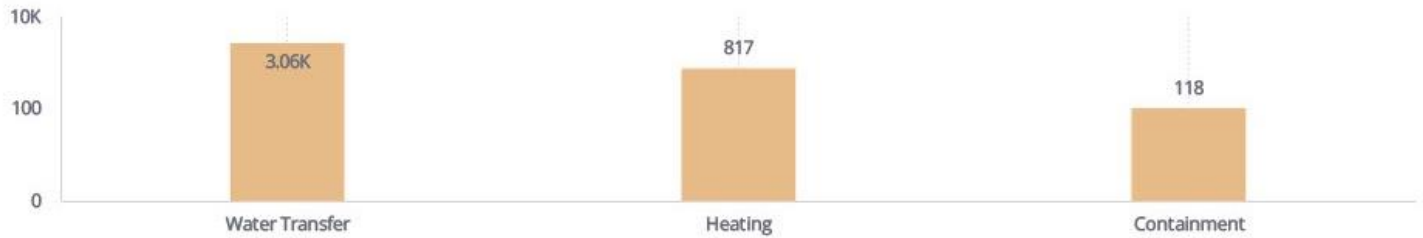
Initial Incident Reports



Hazard ID



Forms Signed By Divisions





POLICY REFRESHER

SHORT SERVICE WORKERS POLICY

Section: 100.19

These guidelines emphasize safety, competency, and mentorship to ensure a smooth transition for Short Service Workers (SSW) into their roles at Fraction. They also outline specific requirements for crew makeup and job mobilization based on the percentage of Short Service Workers in the crew. All new employees at Fraction are initially considered Short Service Workers until specific requirements are met.

Three Categories of Short Service Workers

1. Those with previous experience,
2. Those without any experience in Fraction's service lines, and
3. Those under 25 years of age.

Responsibilities and Restrictions for Short Service Workers

- Be adequately qualified, trained, and experienced for their roles.
- Perform only tasks they are competent in.
- Not perform tasks without basic industry-required training.
- Conduct a risk/hazard assessment before tasks.
- Use appropriate hazard controls and refuse work if controls are unavailable.
- Not work alone.
- Demonstrate safe completion of tasks to a supervisor or mentor.

Do it safely, or not at all.

HAZARD ID

Remember to report all hazards

Reporting hazards is essential for learning from mistakes, preventing recurrence, and improving safety performance.

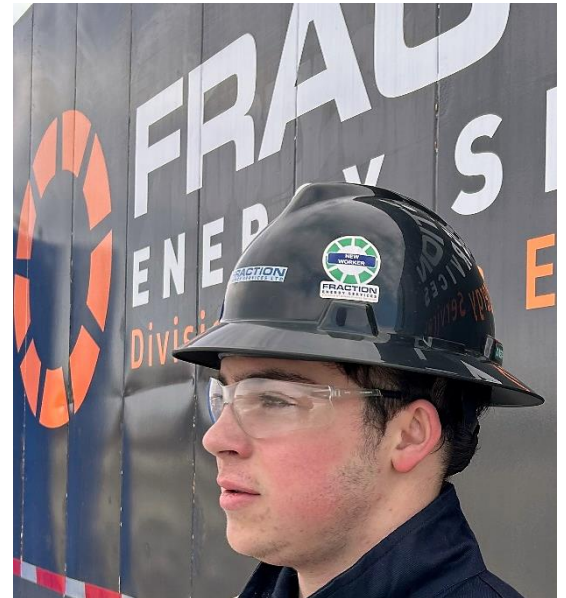
**WILL YOU BE NEXT
MONTH'S HAZARD ID
WINNER??**



SHORT SERVICE WORKERS POLICY CONTINUED

Mentorship Program

- Short Service Workers will go through a Mentorship Program.
- Steps include providing information, completing policies and orientation, and a new hire orientation with a lead mentor.
- Driver's evaluation is required for positions involving driving.
- Short Service Workers are provided with a Green Hard Hat/Sticker. The hat/sticker signifies their status until they meet specific requirements.



Crew Makeup Requirements

- Short Service Workers cannot work alone.
- Crew sizes of less than five should have no more than one Short Service Worker.
- Crews with more than 20% Short Service Workers may require written permission from the supervisor.

MONTHLY SAFETY TOPIC

Training

Training matters at Fraction. It is one of the ways we can ensure everyone goes home safely.

Most of us are aware of the extremely low probability of things going wrong. Training prepares us to do our job safely and to be ready to respond if something does not go as planned.

This month, all staff are being asked to go a step further to review their Workhub training portfolio and then to speak with a supervisor if outstanding training is listed. Completed training means that all employees can perform tasks associated with their roles safely.

REMEMBER do not do any task that you have not been properly training to do. If you find yourself in this scenario, tell your supervisor that you have not been trained to do the task at hand.



WHY WE

WORK SAFELY

MEET

DEAN THOMSON

Dean Thomson, a dedicated professional, joined Fraction Energy Services on September 20, 2021, as a Containment Supervisor. With a keen eye for detail, he ensures the safe and efficient setup of Fraction's Minion tanks.

Outside of work, Dean is a loving father to his daughter Brinnly and a committed partner to Tanya Leslie.

Thank you, Dean!

Fraction and your Family thank you for working safe!



HOMEBASE: GRANDE PRAIRIE

JOINED FRACTION: SEPTEMBER 2021

FAVE SPORT/PLAYER: NFL – TOM BRADY

Remember... the most important thing is going home safe to our families, friends and loved ones.

WORK ANNIVERSARIES

Work anniversaries are not just another day! They are a clear indication of your loyalty and commitment to Fraction. We thank you for choosing to stay.

Quentin Bridges	2/1/2014	10 Years
Garett Behrmann	2/1/2014	10 Years
Robert MacDonald	2/1/2014	10 Years
Rodney Fast	2/1/2014	10 Years
Samuel Hofer	2/1/2014	10 Years
Sean McKay	2/1/2014	10 Years
Todd Connolly	2/27/2017	7 Years
Ken Dahr	2/6/2019	5 Years
Cody Wiebe	2/14/2019	5 Years
Chantal Mackenzie	2/1/2021	3 Years
Colton Crook-Shultz	2/15/2021	3 Years
Wesley Morphy	2/25/2022	2 Years
Dion Mccarthy	2/16/2022	2 Years
Duane Mainville	2/1/2023	1 Years
Morgan Keessar	2/1/2023	1 Years
Kaleb Edwards-Deetjen	2/9/2023	1 Years
Jean-Francois Rivard	2/13/2023	1 Years

