



## CONTENTS

- Message from Chief Sustainability Officer... Pg 1, 2
- Monthly Safety Topic ..... Pg 2
- Statistics & Results ..... Pg 3
- Policy Refresher & Message from VP, HSE .....Pg 4, 5, 6
- Why We Work Safely..... Pg 7
- Work Anniversaries ..... Pg 8

### May 2024 | Message from the Chief Sustainability Officer

With the workload easing up a bit, it's essential to take this opportunity to prioritize time with our families and loved ones. Your dedication to our mission of "do it safely or not at all" is commendable. It is your well-being and the connections that fuel us outside of work that allow us to progress. Let's make the most of this time to recharge and rejuvenate, knowing that our continued success depends on both our professional excellence and personal fulfillment.

I'm happy to share some of our training initiatives over the past month. Leadership training for our supervisors and management in both Lacombe and Grande Prairie was a resounding success.

Mitch Ternan, Sr. VP Operations, shared his biggest takeaway: "If you have something go wrong and you continue to ask why it went wrong – at every level – you truly get to *the root cause* of the issue. It is easy to blame someone who made the mistake, but finding out *why* they made that mistake let's you fix it."

Treaty 101 with our partners at the Doig River First Nation taught us about the past, so we can have a better understanding of how to go forward. Chief Trevor Makadahay speaks of how they are working together to heal that land and heal their people.



OH&S training was delivered by the BC Federation of labour to members across Fraction for a day of learning, and team building. It's crucial that we all operate from the same playbook, especially when it comes to our core values of safety, communication, and customer focus. This training has empowered us to strengthen our culture further.



## JOINT OCCUPATIONAL HEALTH & SAFETY COMMITTEE MEMBERS

- Damian Akhurst - Company Rep.
- Shawn Fortin - Worker Rep.
- Chris Kestel
- Dustyn Hordos
- Rob Baker
- Erica McNeil
- Ryan Besler
- Matthew Grierson
- Gary Burke
- Daniel Wood
- Toby Congert
- Dave Snodgrass
- Heather Cook
- Mychaela Kachowski
- Tyler Emsley
- Jamiel Valencia
- Jesson Besona
- Doug Robinson
- Jim Mitchell
- Zac Klein
- Jamie Querin
- Michele Davis
- Frank Baruta
- Janice Nadeau

## CONNECT

780-567-5379  
601, 736 – 6 Avenue SW  
Calgary, Alberta T2P 3T7

**At Fraction Energy Services, we don't just talk about safety and community impact; we embody it in everything we do.**

(continued on next page)

## CSO MESSAGE CONTINUED

Our commitment to safety protects our team and ensures that we deliver the highest quality service to our customers. This provides us all with steady, reliable work. We continue to strengthen strong ties with First Nations communities to leave a lasting, beneficial impact wherever we operate.

Let's carry the momentum of our training and our shared values into every task and interaction. Together, we'll continue to uphold our legacy of excellence, safety, and community engagement.

Stay safe, stay connected, and let's continue to make a positive difference together.

Chantal MacKenzie  
Chief Sustainability Officer



**Over the next quarter, we are looking to implement training & development initiatives for all staff.**

***We want your input!***

*Send us your ideas. What topics would you find interesting? What insights would elevate you to the next level in your career?*

Email: [dakhurst@fractionenergy.ca](mailto:dakhurst@fractionenergy.ca)

## MONTHLY SAFETY TOPIC

**TRAINING** | **At Fraction, training is mentioned a lot! Let's explore why training is so important:**

- 1 Keeps Everyone Safe**  
Training prepares us to do our job safely and to be ready to respond if something does not go as planned. Training also ensures that we have the skills and knowledge to do a task properly, as intended.
- 2 Enhances Job Satisfaction**  
Creating infrastructure where leadership regularly assesses and presents employees with opportunities to learn and develop skills teaches employees to invest in the company's goals. Companies make it easier for employees to learn new skills and apply the company's values by providing them with an accessible education plan. Employee retention is a good measure of how effective training strategies are.
- 3 Keeps Companies Competitive**  
Cultivate an environment that motivates employees to learn new skills and update their knowledge about equipment, procedures, and technology. Have a system of integrating new practices to allow employees to grasp new strategies and apply new knowledge before competitors can.
- 4 Diversifies Skills**  
As work teams continue to include more diverse groups of people from all different ages and backgrounds and skill levels, leaders expect a lot more from their teams. Employers invest more in the longevity of workers because of the increasing age of retirement, multiculturalism, and inclusive hiring standards. With more qualified candidates to choose from, companies rely on those that possess a wide range of skills.
- 5 Encourages Collaboration**  
Companies introduce new digital products and equipment into the workplace to assist workers and enhance productivity. Elevating skill sets and rewarding additional learning of new technology and machinery leads to self-regulation of personal development for existing workers. Encourage feedback from employees and communicate with each department directly.
- 6 It's the Law!**

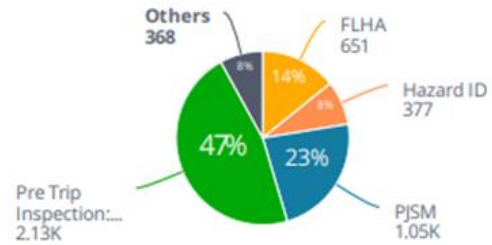
# STATISTICS & RESULTS – MAY 2024

TRIF	FIRST AID	MEDICAL AID	MODIFIED DUTIES
0.14	2	0	0
LOST TIME	LOC	KMS DRIVEN	SAFETY FORMS PROCESSED
0	0	2,676,876	4,580

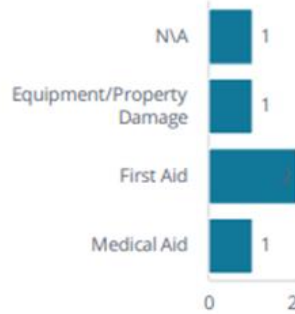
TRIF: Total Recordable Injury Frequency

LOC: Loss of Containment

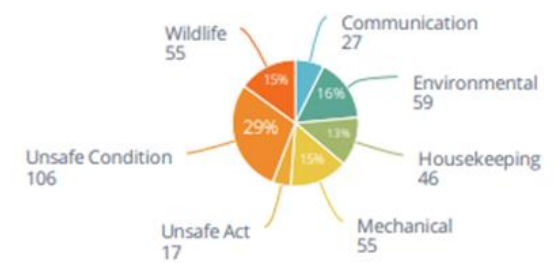
Forms Signed



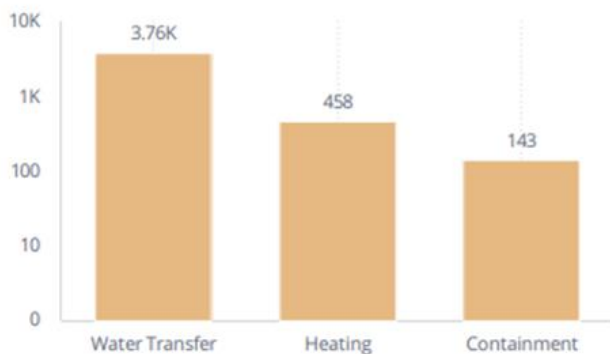
Incidents



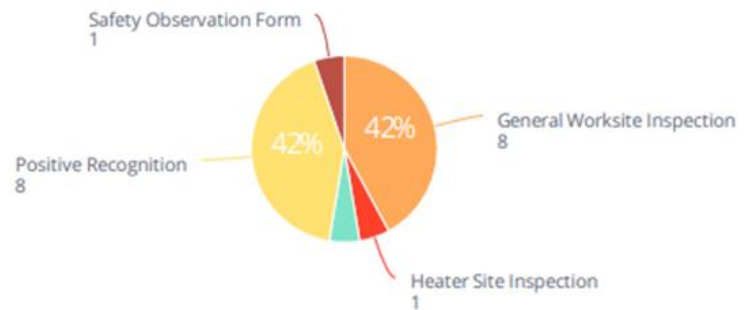
Hazard ID



Forms Signed By Divisions



Inspections Conducted





## POLICY REFRESHER

### TRAINING | Section: 100.20

**Scope:** All employees, contractors and visitors. To facilitate learning, training includes both in person and online instruction and can include both internal and external resources, seminars, workshops, and “on-the-job” training.

**Orientation:** Prior to performing work, all new hires, irrespective of experience level, must complete the company’s orientation program, which begins with presentations on safety (company policies and procedures) and is followed by online learning sessions. Once the New Hire Orientation is complete, new hires begin online learning sessions via a web-based portal. This training must be completed before an individual is able to work in the field.

**Contractors:** Contractors must have completed the company safety evaluation process and have current industry required safety certificates as well as applicable certifications for their trade. Contractors must also be made aware of any applicable hazards and rules and given a company orientation and site safety tour.

**Visitors:** First time visitors are given general orientation of the site including safety rules, expectations and instructions to follow in an emergency.

**References:** This policy aligns with relevant regulatory standards and company policies, including but not limited to Canadian, Alberta and BC OHS regulations.

**Competency Requirements:** Where task specific training is needed to achieve competency, there are a variety of methods available to undertake the assessment to ensure workers apply education, experience, and training that demonstrates they confidently use equipment and perform tasks safely.

**Communication:** The policy will be communicated to all staff upon hiring and will be available for reference in the health and safety manual via Sitedocs and WorkHub. Any changes to the policy will be promptly communicated.

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.

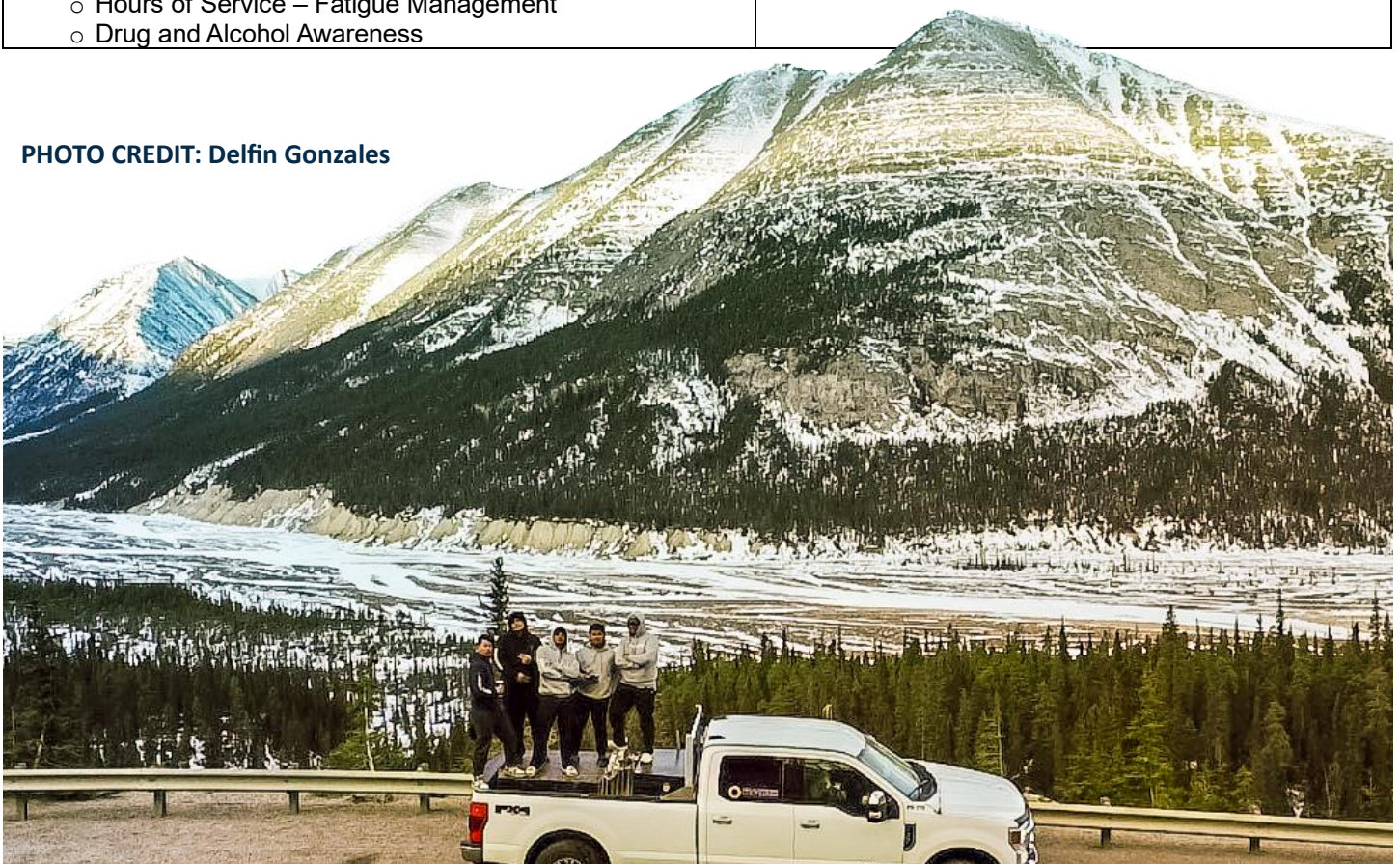
WILL YOU BE NEXT  
MONTH’S HAZARD ID  
WINNER??



# TRAINING POLICY CONTINUED | REQUIRED TRAINING

Managers and Supervisors	Workers
<ul style="list-style-type: none"> <li>• Specific technical training</li> <li>• Leadership skills training</li> <li>• Hazard assessment and identification training</li> <li>• Incident/Near Miss training</li> <li>• Emergency Procedures</li> <li>• Applicable industry training, such as:               <ul style="list-style-type: none"> <li>○ Standard First Aid Level C w/CPR &amp; AED (as required for position) – Red Cross and/or St. John’s Ambulance Issued</li> <li>○ H<sub>2</sub>S Alive</li> <li>○ Common Safety Orientation (CSO)</li> <li>○ Fall Protection</li> <li>○ Fall Arrest Training</li> <li>○ Aerial Lift</li> <li>○ Confined Space Entry</li> <li>○ Transportation of Dangerous Goods</li> <li>○ Workplace Hazardous Material Information System (WHMIS)</li> <li>○ Detection and Control of Flammable Substance</li> <li>○ Safety Management and Regulatory Awareness</li> <li>○ Fire Suppression</li> <li>○ Forklift Operation</li> <li>○ Radiation Safety Training</li> <li>○ Wildlife Awareness</li> <li>○ Hours of Service – Fatigue Management</li> <li>○ Drug and Alcohol Awareness</li> </ul> </li> </ul>	<p>Applicable industry safety training may include but not be limited to:</p> <ul style="list-style-type: none"> <li>• Appropriate Driver’s License Classification</li> <li>• Standard First Aid Level C w/CPR &amp; AED (as required for position) (Red Cross and/or St. John’s Ambulance Issued)</li> <li>• H<sub>2</sub>S Alive</li> <li>• Common Safety Orientation (CSO)</li> <li>• Fall Protection</li> <li>• Fall Arrest Training</li> <li>• Confined Space Entry / Rescue</li> <li>• Advanced Driver Training, (Driver evaluations &amp; assessment, etc.)</li> <li>• Forklift Operations</li> <li>• Transportation of Dangerous Goods (TDG)</li> <li>• Workplace Hazardous Material Information System (WHMIS)</li> <li>• Well Head Boom Truck</li> <li>• Fire Extinguisher Safety Training</li> <li>• Radiation Safety Training</li> <li>• Wildlife Awareness</li> <li>• Hours of Service – Fatigue Management</li> </ul>

PHOTO CREDIT: Delfin Gonzales



# MESSAGE FROM VP, HSE



## Fraction Energy Services Intensifies Training Efforts Amidst Breakup Season

As the onset of warmer temperatures signals breakup season, companies like Fraction Energy Services are redoubling their efforts in training, emphasizing employee development and workplace safety amidst ongoing operations. Traditionally, breakup season offers a lull in work activities, allowing organizations to prioritize training initiatives. However, this year's breakup season has presented unexpected challenges, prompting Fraction to reaffirm its commitment to training amidst a sustained workload.

Recently, over 50 current and aspiring leaders convened at leadership training sessions organized by Fraction in Lacombe and Grande Prairie. These sessions provided invaluable insights into employee engagement, conflict resolution, and essential leadership qualities, equipping attendees with skills essential for success in their roles.

Additionally, Fraction conducted loader training sessions aimed at ensuring employees possess the necessary skills and knowledge for safe and efficient loader operation. Through a combination of practical demonstrations and classroom instruction, participants were educated on loader operation, maintenance, and safety protocols, fostering a culture of safety within the organization.

In a noteworthy development, the safety team from Fraction attended the 2024 Energy Safety Conference, organized by Energy Safety Canada. This conference serves as a platform for safety leaders to delve deeper into concepts like Human and Organizational Performance (HOP) and to explore actionable strategies to translate safety principles from theory to practice. With more than 3 full days of programming and an in-demand tradeshow, the conference acts as a focal point for the exchange of health and safety knowledge within the energy industry.

Fraction partnered with the BC Federation of Labor (BCFED) to deliver an intensive 8-hour training course for its 17 members. Aligned with the Occupational Health & Safety Committee Part 1 curriculum, the course empowered participants with certification as OHS committee members, promoting a unified approach to workplace safety.

In today's uncertain world, workplace safety remains paramount. Fraction Energy Services' proactive approach serves as a reminder that prioritizing safety is non-negotiable in any organization.

Sincerely,

Damian Akhurst, Vice President, HSE

**Do it safely, or not at all.**

**Over the next quarter, we are looking to implement training & development initiatives for all staff.**

***We want your input!***

*Send us your ideas. What topics would you find interesting? What insights would elevate you to the next level in your career?*

Email: [dakhurst@fractionenergy.ca](mailto:dakhurst@fractionenergy.ca)



## WHY WE

# WORK SAFELY

KATIE BATERASH has officially been with Fraction for 4 years (and a half if you count when she started out as a Temp Employee in the fall of 2019).

She loves that Fraction is very Family Focused and understanding of their team members when parenting takes priority.

Katie enjoys painting, baking, and good ol' relaxing lol

She is currently in the process of looking for and buying a new home.

Thank you, KATIE!

Fraction and your Family thank you for working safe!

## MEET KATIE BATERASH



**HOMEBASE: GRANDE PRAIRIE**

**JOINED FRACTION: Started as a Temp in the Fall of 2019**

**FAVE ACTIVITY: Going on adventures (parks, pools, road trips) with Sam (son, 5) and Chuck (husband)**

**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.

EMPLOYEE	# OF YEARS
Steven Boorman	10
Kory Jevne	10
Jennifer Shannon	9
Crispin Blunden	9
Gary Burke	9
Shane A Blackmore	9
ÙCavanaugh Alton	8
Drew Deditch	7
Donna Loucks	7
Dustin Braun	3
John Tiede	2
Kimberley Devine	2
Brian Gunsten	2
Karan Jariwala	2
Ravikumar Ramani	2
Adam Guyett	2
Marcus Harris	2
Quinn Brideau	2
Amanda Glimm	1



**It is your well-being and the connections that fuel us outside of work that allow us to progress. Let's make the most of this time to recharge and rejuvenate.**

Chantal MacKenzie  
Chief Sustainability Officer



PHOTO CREDIT: Jimmy Card