PHOTO CREDIT: JIMMY CARD

FRACTION
Division of Green Energy Services

LV ENERGY SERVICES
A Division of Green Energy Services Inc.

WE DO IT SAFELY, OR NOT AT ALL.

October 2024

Message from the VP of Health, Safety and Environment

Challenges of Shifting Safety Ownership:

Moving from HSE-Centric to Collaborative Responsibility

Traditionally, safety ownership has been squarely placed within the domain of the Health, Safety, and Environmental (HSE) team. This approach positions the HSE team as the primary authority for conducting investigations, performing site inspections, and reviewing safety-related documentation. The belief that safety belongs exclusively to this specialized group can inadvertently create a siloed environment, where the wider organization sees safety as the responsibility of "someone else."

However, as businesses evolve and the understanding of safety culture deepens, there is a growing recognition that safety should not solely rest on the shoulders of the HSE team. A collaborative, organization-wide approach to safety ownership—where every employee, from top management to front-line workers, shares responsibility—has been shown to foster a stronger, more resilient safety culture. However, making this transition is far from easy.

Cultural Resistance

One of the primary challenges in shifting safety ownership is overcoming ingrained organizational habits and mindsets. For years, many companies have operated under the assumption that the HSE team is solely responsible for safety issues. This has led to a passive attitude where employees expect the safety team to "fix" problems without actively engaging in the process. Changing this mindset requires not only training but also a significant cultural shift, which can take time. Resistance may arise from employees or even from management, who may be reluctant to accept new roles and responsibilities related to safety.

Lack of Confidence and Knowledge

In many cases, employees outside the HSE team may not feel adequately equipped to take on safety responsibilities. They might lack the confidence, skills, or training needed to participate meaningfully in safety programs, investigations, or risk assessments. As a result, the transition to shared ownership can seem overwhelming. Bridging this gap requires thorough education and training initiatives, coupled with mentoring from the HSE team to build trust in the new system. Additionally, fostering a culture of learning, rather than blame, is essential to encourage employees to take ownership without fear of repercussions.

CONTENTS

Message from VP, HSE ..... Pg 1, 2
Monthly Safety Topic ..... Pg 3
Statistics & Results ..... Pg 3
Policy Refresher .....Pg 4, 5, 6, 7
Training at LV Energy ..... .Pg 8
Why We Work Safely..... Pg 9
Work Anniversaries ..... Pg 10

JOINT OCCUPATIONAL HEALTH & SAFETY COMMITTEES

Chris Kestell
Dustyn Hordos
Rob Baker
Erica McNeil
Wil Penner
Shawn Fortin
Matthew Grierson
Gary Burke
Daniel Wood
Toby Congert
Dave Snodgrass
Heather Cook
Mychaela Kachowski
Tyler Emsley
Jamiel Valencia
Doug Robinson
Jim Mitchell
Damian Akhurst
Jamie Querin
Michele Davis
Frank Baruta

CONNECT

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

Redefining Roles and Responsibilities
Moving from a centralized to a more collaborative approach to safety ownership often requires redefining roles and responsibilities across the organization. This shift is not always straightforward, as job descriptions, performance metrics, and reporting structures may need to be adjusted to reflect the new expectations. The HSE team, rather than being the sole owners of safety, now acts as facilitators, coaches, and supporters of the wider organization's efforts. Clear communication is key to ensuring that everyone understands their new role and how they contribute to overall safety performance.

Maintaining Accountability
In a traditional safety model, the HSE team is accountable for safety outcomes. However, with shared ownership, accountability can become diffused if not carefully managed. Establishing clear lines of accountability is crucial to ensure that safety is taken seriously by everyone. This means implementing systems that track and measure individual and team contributions to safety, while maintaining transparent reporting processes. The challenge lies in balancing shared responsibility with clear accountability, so that safety doesn't become "everyone's job and no one's job."

Encouraging Proactive Engagement
A collaborative approach to safety ownership also means shifting from a reactive to a proactive mindset. Historically, safety investigations and inspections were often conducted after an incident occurred, with the HSE team taking the lead. In a shared ownership model, all employees are encouraged to actively identify risks, suggest improvements, and engage in preventative measures before accidents happen. Fostering this kind of engagement requires leadership to promote an open, supportive environment where employees feel empowered to speak up about potential hazards without fear of reprisal.

Sustaining the Change Over Time
Transitioning to shared safety ownership is not a one-time event but an ongoing process. Organizations must continually reinforce the new safety culture through regular training, communication, and leadership commitment. Moreover, there must be mechanisms in place to evaluate the effectiveness of the collaborative approach and make adjustments as needed. Over time, sustaining this change requires the continuous engagement of all employees, ensuring that safety remains an integral part of the company's daily operations and decision-making processes.

FOSTERING A COLLABORATIVE APPROACH TO SAFETY REQUIRES AN OPEN, SUPPORTIVE ENVIRONMENT –

ONE WHERE YOU FEEL EMPOWERED TO SPEAK UP ABOUT POTENTIAL HAZARDS, WITHOUT ANY FEAR OF REPRISAL.

Green remains ready to face any challenge head-on.
At Green, safety is more than a priority – it's a commitment.

Damian Akhurst
VP of Health, Safety and Environment

Working in Extreme Weather Conditions

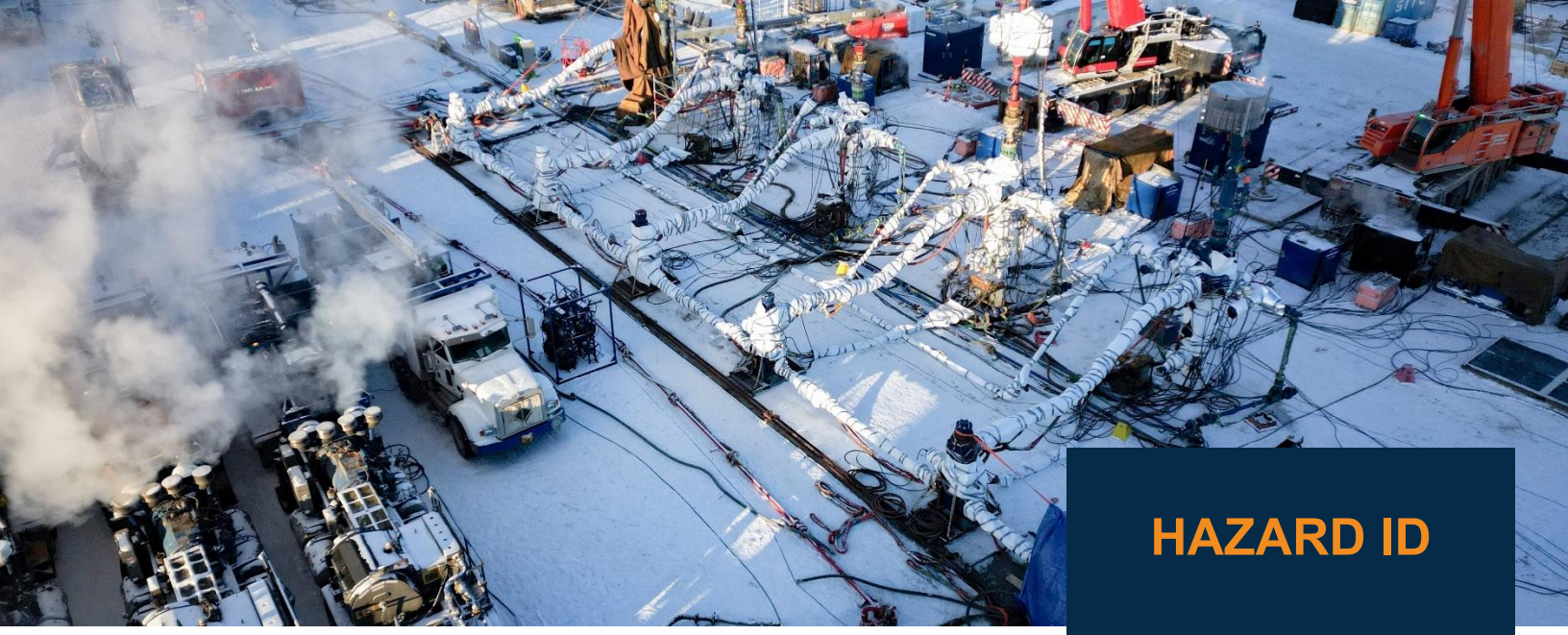
As we are fast approaching the time of year where the weather is transitioning from warm and comfortable to cold and potentially physically hazardous working conditions, we want to focus our attention on policy 100.23 (Working in Extreme Temperatures).

This policy covers most of our expected extreme weather conditions, however we are focusing on extreme cold. Please review and ensure you and your crews are prepared now. Please do not expect much notice from the weather apps, we all live in Western Canada and are all too familiar with: “The weather didn’t call for this”. The time to be prepared is now.

STATISTICS & RESULTS – SEPTEMBER 2024

	FRACTION	LV
TRIF	.20	0
FIRST AID	2	0
MEDICAL AID	0	0
MODIFIED DUTIES	0	0
LOST TIME	0	0
LOC	3	0
KM DRIVEN	1,745,253	49,951
SAFETY FORMS PROCESSED	5,648	

TRIF: Total Recordable Injury Frequency
LOC: Loss of Containment



POLICY REFRESHER

WORKING IN EXTREME WEATHER CONDITIONS (COLD) Section: 100.23

Purpose: This policy covers most of our expected extreme weather conditions, however we are focusing on extreme cold. Please review and ensure you and your crews are prepared now. Please do not expect much notice from the weather apps, we all live in Western Canada and are all to familiar with “The weather didn’t call for this”. Time to be prepared is now.

Scope: Working in Extreme Cold is considered as commonplace while working in the oil and gas industry. During the winter months, extreme weather will affect the way Green Energy Services conducts its operations. A worker could be exposed to conditions that could cause hypothermia or other cold related injuries. If these conditions are present, a hazard assessment should be completed to determine areas and tasks where workers may be at risk.

Under conditions of continuous work in the cold:

- Heated environments (trucks, trailers) should be used to “warm up”. The frequency of use depends on the severity of environmental exposure.
- When entering a heated environment from the cold, outer and middle clothing layers should be removed to prevent overheating.
- The onset of severe shivering, the feelings of excessive fatigue, drowsiness, irritability, or euphoria are indications of returning to shelter.
- Work rate should not be high enough to cause sweating. When work is being performed, rest periods in heated areas and the opportunity to change should be provided.
- Weight and bulkiness of clothing should be included in estimating required work performance.
- Work should be arranged to minimize periods of standing and sitting still.
- Warm liquids should be considered.
- Monitor your physical condition and that of your coworkers.

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??

POLICY REFRESHER CONTINUED

If a Green Energy Services employee is or may be exposed to cold environments, then the following steps will be completed:

1. Conduct a cold stress assessment to determine the potential for the hazardous exposure of workers, using measures and methods that are acceptable to the ACGIH standard, and
2. Develop and implement a cold exposure control plan as noted in the worksite JTA.
3. Proper facilities for warmth will be provided, as well as first aid and appropriate facilities, to effectively care for cold injuries at all Green Energy Services worksites where cold exposure is found or has the potential to exist.

This table presents the recommended schedule of maximum cold weather work periods which should be followed by a rest period. The table takes into account the combination of wind and temperature and applies from moderate to heavy work activity. The notes on the bottom of the table explain how to adjust its recommendations for lighter work activity.

<table>
<tr><th>Air Temperature Sunny Day</th><th colspan="2">No Noticeable Wind</th><th colspan="2">8 km/h Wind</th><th colspan="2">16 km/h Wind</th><th colspan="2">24 km/h Wind</th><th colspan="2">32 km/h Wind</th></tr>
<tr><th>ºC (approx.)</th><th>Max Work Period</th><th>No. of Breaks</th><th>Max Work Period</th><th>No. of Breaks</th><th>Max Work Period</th><th>No. of Breaks</th><th>Max Work Period</th><th>No. of Breaks</th><th>Max Work Period</th><th>No. of Breaks</th></tr>
<tr><td>-26º to -28º</td><td>Normal work hours & break periods</td><td>1</td><td>Normal work hours & break periods</td><td>1</td><td>75 min</td><td>2</td><td>55 min</td><td>3</td><td>43 min</td><td>4</td></tr>
<tr><td>-29º to -31º</td><td>Normal work hours & break periods</td><td>1</td><td>75 min</td><td>2</td><td>55 min</td><td>3</td><td>40 min</td><td>4</td><td>33 min</td><td>5</td></tr>
<tr><td>-32º to -34º</td><td>75 min</td><td>2</td><td>55 min</td><td>3</td><td>40 min</td><td>4</td><td>30 min</td><td>5</td><td colspan="2" rowspan="5">Non-emergency work should cease</td></tr>
<tr><td>-35º to -37º</td><td>55 min</td><td>3</td><td>40 min</td><td>4</td><td>30 min</td><td>5</td><td colspan="2" rowspan="4">Non-emergency work should cease</td></tr>
<tr><td>-38º to -39º</td><td>40 min</td><td>4</td><td>30 min</td><td>5</td><td colspan="2" rowspan="4">Non-emergency work should cease</td></tr>
<tr><td>-40º to -42º</td><td>30 min</td><td>5</td><td colspan="2" rowspan="2">Non-emergency work should cease</td></tr>
<tr><td>-43º & below</td><td colspan="2">Non-emergency work should cease</td></tr>
</table>

NOTE 1: This schedule applies to any 4-hour work period with moderate to heavy work activity, with warm up periods of 10 minutes in a warm location, and with an extended break (lunch) at the end of the 4-hour period in a warm location. For light to moderate work, apply the schedule one step lower. For example, at -35oC with no noticeable wind, a worker at a job with little physical movement should have a maximum work period of 40 minutes with 4 breaks in a 4-hour period, because they generate less body heat when they are less active and therefore will get cold faster.

NOTE 2: The following is suggested as a guide for estimating wind velocity if source information is not available. When 8 km/h light flag moves, 16 km/h flag fully extended, 24 km/h raises newspaper sheet, 32 km/h blowing and drifting snow.

HEALTH PROBLEMS & SYMPTOMS ASSOCIATED WITH EXTREME COLD:

Frostnip is the mildest form of a freezing cold injury. It occurs when top layers of skin freeze on ear lobes, nose, cheeks, fingers and toes. The skin of the affected area turns white and may feel numb. The top layer of skin feels hard, but the deeper tissue still feels normal/soft.

Frostbite usually occurs when the tissue temperature falls below 0 degrees Celsius (freezing), or blood flow is obstructed under cold conditions. When this happens, it could stop blood circulation in the affected tissue. In mild cases signs could be inflammation of skin patches with slight pain. In severe cases tissue damage without pain, burning, prickling, and blistering can happen. In extremely severe cases, this could lead to amputation. Frost bitten skin is highly susceptible to infection and gangrene (local death of soft tissues due to loss of blood supply).

Hypothermia usually occurs when the body's core temperature falls below 33 degrees Celsius. This can cause pain to exposed parts, numbness, muscular weakness, loss of clarity, drowsiness, dilated pupils, and death. Early symptoms include shivering, fatigue, loss of coordination, confusion, and disorientation. Late symptoms include no shivering, blue skin, dilated pupils, slowed pulse and breathing and loss of consciousness.

Cold can contribute to incidents in other ways such as affected deep muscles that can reduce strength and flexibility and loss of dexterity in fingers.

FIRST AID FOR COLD EXPOSURE:

Frostbite

- Alert your supervisor and request medical help
- Move casualty to warmer area
- Unless absolutely necessary, do not walk on frostbitten feet or toes - this increases the damage
- Gently loosen or remove anything that may restrict blood circulation such as jewelry, clothing, etc.
- Do not use a heating pad, heat lamp, or the heat of a stove, fireplace, or radiator for warming - affected areas are numb and can be easily burned.
- Depending on the severity, loosely cover the affected area with a sterile dressing such as gauze. Place some gauze between fingers and toes to prevent them from sticking together
- DO NOT rub the area as doing so may cause more damage
- DO NOT allow the casualty to drink alcohol or smoke

Hypothermia

- Alert your supervisor and request medical help
- Remove any wet clothing
- Warm the center of their body first-chest, neck, head, and groin.
- Place the casualty between blankets so body temperature can rise gradually. Be sure to cover their head
- Warm beverages may help increase the body temperature, but do not give alcoholic beverages. Do not try to give beverages to an unconscious person.
- After their body temperature has increased, keep the casualty dry and wrapped in a warm blanket, including the head and neck.
- If the casualty has no pulse, begin cardiopulmonary resuscitation (CPR).
- Perform CPR if the casualty stops breathing and continue CPR until the casualty gets medical aid.

DRESSING FOR EXTREME COLD:

- Clothes must be layered to manage moisture and keep the worker dry.
- Insulating layers must trap air to stay warm.
- Inner layer of clothing should move moisture away from the skin to keep the worker dry.
- Middle layer should trap warm air escaping from the body and hold the heat within the layers. Layers can be added or removed depending on weather activity.
- The outer layer should provide protection from wind, rain, sleet, snow and identified workplace hazards. It should keep cold air and moisture from penetrating into the middle layer(s). Being windproof is a critical feature of an outer layer used in cold weather environments.
- A hat or recommended hard hat liner must be worn.
- Warm insulated safety footwear is essential. Boots should have thick soles for insulation.
- Footwear should be of a size to accommodate an extra layer of socks.
- Consider carrying additional cold weather gear, such as extra socks, gloves, hats, jacket, blankets, a change of clothes and a thermos of hot liquid.

EMPLOYEE CONTRIBUTION

SPENCER AKHURST | Northern Heating Manager

September was a busy month for LV Services, as the team prepared for the upcoming heating season with a week packed full of training. Over 40 employees attended the annual fall meeting, which is held each year to ensure the team is ready for the demands of winter.

The sessions covered everything from new system training to a comprehensive review of systems and processes for all heaters in the yard. Along with safety training, there was a strong focus on operational training, ensuring that employees are proficient in both technical and day-to-day operations.

This yearly preparation ensures the team is consistently well-equipped, safety-conscious, and operationally ready for the challenges of the heating season.

WHY WE

WORK SAFELY

Meet Mike Lillico:

Growing up in a rodeo and western lifestyle, family has always been at the heart of who I am. My daughter Kallie, wife Naiomi, and our dog Monty keep me grounded in the chaos of life. Spending quality time with them and building lasting connections with friends and loved ones is what I value most.

Professionally, I've spent 8 years in trucking and heavy haul, over 20 years in oilfield dispatching, and 6 years in water transfer and heating. I joined the Fraction family almost 4 years ago and am excited for the future as we continue to grow.

Thank you, Mike!

The team at GES and your Family thank you for working safe!

MEET MIKE LILLICO – *FACILITIES*

HOMEBASE: Grande Prairie, Alberta

JOINED FRACTION in 2021

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 Energy and LV Energy. We thank you for choosing to stay.

EMPLOYEE	# OF YEARS
Sean Selmser	9 years
Garett Gervais	9 years
Justin McCool	8 years
Jesse Hamilton	6 years
David Snodgrass	5 years
Nicholas Donald	3 years
Micheal Maurice	3 years
Luis Cardona	3 years
Ismail Ahmed	3 years
Christopher Snodgrass	3 years
Alec Dunn	3 years
Robert McPhee	2 years
Robert Cunnigham	2 years
Matthew Grierson	2 years
Kelly Parks	2 years
Jason McGonagle	2 years
Jamie Querin	2 years
Dennison Sarty	2 years
Amanda Nichols	2 years
Zachary Klein	1 year
Tyson Griffth	1 year
Robert Andruchow	1 year
Nathan Morissette	1 year
Joshua Nuryda	1 year
Dustin Smith	1 year
Christopher Hardy	1 year
Chase Bingham	1 year
Casey Patterson	1 year
Braiden Grant	1 year
Benjamin Desjarlais	1 year
Andre Moreau	1 year

Standing with all of you today reminded me of the strength we have as a team. Together, our commitment to safety and excellence will drive us forward, and I'm proud to be on this journey with you.

Ken Wagner