



# Health, Safety & Environment Policy

Baytex Energy is committed to the health and safety of our employees, contractors and the public, while protecting the environment. HSE issues are managed as an integral component of our oilfield exploration and production business.

We demonstrate our commitment through:

## Communication

Baytex will openly communicate our HSE commitment to employees, contractors, vendors, shareholders and government. Baytex employees and contractors are personally responsible to work in a safe manner while protecting the environment at all times. Baytex management will listen actively, enabling us to provide tools, equipment and training that creates continuous improvement.

## Action

Baytex will meet or exceed all applicable government regulations and follow accepted industry practices. We will ensure compliance with internal and external HSE standards by making compliance a component of our training and performance reviews for all employees. We will establish and document specific responsibilities for management, supervisors and workers.

## Responsibility

Baytex will develop and maintain an HSE management system that provides for the physical, psychosocial and social well-being of our employees as well as integrating health, safety and the environment into our economic decision making. Effective emergency response plans will be upheld throughout the company.

## Excellence

Baytex will work to continuously reduce risk of loss to people, equipment, processes and the environment. We will recognize our achievements and reward excellence and we will report our progress to our stakeholders.

## We CARE!

**Eric T. Greager**  
President and Chief Executive Officer

**Chad Lundberg**  
Chief Operating Officer

**Nicole Frechette**  
VP and GM, Canadian Light Oil Operations

**Kendall D. Arthur**  
SVP and GM, Canadian Heavy Oil Operations

**Julia Gwaltney**  
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