



Superior Plus

SUPERIOR PLUS CORP.
HEALTH, SAFETY & ENVIRONMENT POLICY

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| First Approved by the Board: August 9, 2017 | Policy Review Cycle: Annually |
| Current Version Approved by the Board: August 12, 2020 | Responsible Executive: President, Specialty Chemicals and Executive Sponsor |
| Supersedes Version Approved: August 13, 2019 | |

Policy Purpose

Superior and each of its divisions, partnerships, affiliates and subsidiaries is committed to protecting the health and safety of its Representatives, customers, contractors and community, minimizing the impact of the operations of the Superior Group and seeking continuous improvement of its health, safety and environmental performance in all of its operations.

Superior recognizes that providing healthy and safe working conditions and minimizing the impact of the operations of the Superior Group on the environment is essential to its business success.

Definitions

In this Policy the following capitalized terms have the meanings set out

below: “Board” means the board of directors of Superior.

“HSE Committee” means the Health, Safety and Environment Committee of the Board.

“Policy” means this health, safety & environment policy, as may be amended from time to time.

“Representative” means a director, officer, employee or independent contractor of the Superior Group. For certainty, independent contractor includes an individual acting as a consultant or performing other services for the Superior Group who is not a director, officer or employee.

“Superior” means Superior Plus Corp.

“Superior Group” means, collectively, Superior, Superior Plus LP, Superior General Partner Inc., and each of their divisions, affiliates and subsidiaries.

Policy Principles

The following principles are fundamental to achieving the Superior Group’s goals with respect to health, safety and the environment:

- (a) to comply with and exceed where appropriate, all applicable health, safety and environmental laws and regulations and to conform to the Superior Group’s internal standards;
- (b) to promote a culture across the Superior Group which has safety as a core value, aligns with the belief that all incidents are preventable and supports the Superior Group’s vision to be an injury and accident free workplace;
- (c) to promote active participation by Representatives in the Superior Group’s health, safety and environment programs, recognizing that all Representatives are responsible and accountable for complying with this Policy;
- (d) to reinforce that all Representatives in a leadership position have the responsibility to set an example and create a work climate that will motivate other Representatives to think and work safely;
- (e) to effectively communicate information and instructions to Representatives, and to promote and maintain communications with external stakeholders affected by our operations, as appropriate;
- (f) to provide appropriate training and education to Representatives;
- (g) to establish annual goals, objectives and measure company and individual performance for each of the Superior Group’s businesses
- (h) to implement systematic review programs for each of the Superior Group’s businesses, to foster continuous improvement in health, safety and environmental matters;
- (i) to provide meaningful reports on health, safety and environmental matters to the Health, Safety and Environment Committee of the Board on a quarterly basis;
- (j) to maintain an emergency management program that is compliant with regulatory requirements and designed to:
 - support our commitment to the safety of the public, Representatives, environment and company property; and

- utilize a systematic approach that supports planning, preparedness, responsiveness and mitigation.

Superior is committed to providing the necessary resources to fully achieve the foregoing principles.

Additional Policies and Procedures

Each of the businesses of the Superior Group shall be required to develop and implement site specific health, safety, emergency preparedness and environmental policies, procedures and action plans for their operations consistent with the principles in this Policy. Superior shall monitor and consult each of the businesses regarding developing and implementing such policies, procedures and plans.

Scope

Each Representative is required to incorporate and abide by the spirit of the principles set forth in this Policy in carrying out such Representative's responsibilities, as well as all additional health, safety and environmental policies and procedures related to such Representative's respective business.

Policy Revisions

The HSE Committee will review and recommend to the Board revisions to this Policy from time to time in order to reflect changes in legal or regulatory obligations or leading practices. Any changes to this Policy must be approved by the Board.



Superior Plus

Communication and Enforcement

All Representatives will be advised of this Policy and its enforcement, as well as the importance of individual responsibility to achieve the goals set out in this Policy. As part of the acknowledgement process pursuant to Superior's *Code of Business Conduct and Ethics*, each Representative will be asked to acknowledge that they understand, and are required to comply with, this Policy.

A Representative who violates this Policy may face disciplinary action up to and including termination of employment in the case of an employee, and, in the case of an independent contractor, termination of such Representative's contract with the Superior Group. Such disciplinary action is in addition to any other legal remedies that the Superior Group may pursue against a Representative. In addition, a violation of this Policy may also violate applicable laws and result in personal consequences, including fines, incarceration and other penalties. If Superior discovers that a Representative has violated such laws, it may refer the matter to the appropriate authorities.

Policy Revision

The HSE Committee will review and recommend to the Board revisions to this Policy from time to time to reflect changes in legal or regulatory obligations or leading practices. Any changes to this Policy must be approved by the Board. Any revised version of this Policy will be posted, and each Representative is encouraged to refer back to it on a regular basis.

Signed: "*Luc Desjardins*"

Luc Desjardins
President and Chief Executive Officer