



<b>SUPERIOR PLUS CORP.</b> <b>HS&amp;E PERFORMANCE MONITORING &amp; REPORTING POLICY</b>
---

<b>First Approved by Board:</b> November 7, 2018	<b>Policy Review Cycle:</b> Annually
<b>Current Version Approved by Board:</b> August 3, 2023	<b>Responsible Executive:</b> President, Superior Propane
<b>Supersedes Version Approved:</b> August 9, 2022	

### **Purpose**

This Policy outlines the minimum standards for the monitoring and reporting of health, safety and environmental performance for the Superior Group.

### **Scope**

This Policy applies across the Superior Group and is supplemented by the Divisional Guidelines.

### **Definitions**

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

“Board” means the board of directors of Superior.

“Divisional Guidelines” means the Divisional HS&E Monitoring & Reporting Guidelines.

“Divisional HSE Committee” means the committee comprised of the Directors of Health & Safety from each business, as well as the Vice President, Human Resources, Superior Propane and Superior Plus HSE Executive Sponsor, the Director, Sustainability and the Corporate Secretary.

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

“Leading Indicators” means a measure preceding or indicating a future event used to drive and measure activities carried out to prevent and control injury. Leading Indicators measure the presence of safety as opposed to the absence of injury.

“Lagging Indicators” means a measure of an organization’s incidents in the form of past accident statistics.

“Policy” means this HS&E performance monitoring & reporting policy, as may be amended from time to time.



“Superior” means Superior Plus Corp.

“Superior Group” means, collectively, Superior and each of its divisions, affiliates and subsidiaries.

“Superior Plus HSE Executive Sponsor” means the individual set forth above as the “Responsible Executive” for this Policy.

### **Policy**

Each division within the Superior Group shall have a process in place to ensure that:

- key Leading Indicators and Lagging Indicators that measure health, safety and environmental performance are identified;
- data is analyzed and actions are identified to address findings from the key Leading Indicators and Lagging Indicators analysis;
- actions identified to address such findings are communicated to the Divisional HSE Committee for potential implementation; and
- relevant stakeholders are notified of HS&E results in a timely manner.

### **Divisional Guidelines**

The Divisional Guidelines supplement this Policy and include definitions for health, safety and environmental metrics, as well as the implementation requirements for this Policy. The Divisional Guidelines shall be reviewed and approved by the Divisional HSE Committee

### **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.