

SUPERIOR PLUS CORP.

HSE ROLES & RESPONSIBILITIES POLICY

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

Purpose

This Policy sets forth the respective roles and responsibilities of various Representatives and governance bodies of the Superior Group as it relates to health, safety and the environment which is also represented in the diagram labelled Figure 1.

Definitions

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

“Board” means the board of directors of Superior.

“CEO” means the President and Chief Executive Officer of Superior.

“Divisional HSE Committee” is 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 and the Corporate Secretary.

“Divisional HSE Committee Chair” means the individual selected from the members of the Divisional HSE Committee to chair such committee.

“ESG” means environmental, social and governance.

“Executive Committee” is comprised of the CEO, the Executive Vice-President and Chief Financial Officer, the Senior Vice-President and Chief Legal Officer, the Senior Vice President and Chief Strategy Officer, the Chief Operating Officer, North American Propane Distribution, the Vice President, Human Resources, the Senior Vice-President, Mergers & Acquisitions and the Vice President and Chief Information Officer of Superior; the divisional Presidents; and the Senior Vice President of SGL.

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



“HSE Management System” means the health, safety and environmental management system of the Superior Group.

“Policy” means this HSE roles and responsibilities 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.

“SGL” means Superior Gas Liquids.

“Superior” means Superior Plus Corp.

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

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

Roles and Responsibilities

The Board

The Board has oversight responsibility in relation to (i) the identification of the principal business risks of the Superior Group and (ii) the implementation of appropriate systems to manage these risks.

HSE Committee

The HSE Committee has been formed by the Board to assist it in fulfilling its foregoing oversight responsibility and, in particular, the HSE Committee has oversight responsibility in relation to the development of, and monitoring of the effectiveness of implementing, the HSE Management System. The HSE Committee has oversight responsibility for the health, safety and environmental aspects of ESG matters and shares responsibility with the Governance and Nominating Committee for reviewing and recommending to the Board as applicable, Superior’s sustainability strategy and approach to reporting on sustainability and other ESG matters.

Executive Committee

The Executive Committee provides leadership for the Divisional HSE Committee and its activities and has responsibility for confirming that the HSE Management System meets applicable regulatory requirements, addresses any other risks identified by the Board, promotes continuous improvement and addresses Superior’s sustainability strategy and reporting.



Divisional Presidents and Senior Vice President, SGL

Each of the divisional Presidents and the Senior Vice President of SGL is responsible for taking all reasonable care to promote their respective division's compliance with applicable acts, regulations and other legal requirements, and other risks identified by the Board, by among other things:

- promoting and providing leadership for health, safety and environment activities and ensuring that the HSE Management System for their division is effective and supports continuous improvement;
- providing appropriate financial, human, and organizational resources to plan, implement, audit, review and improve the HSE Management System for their division;
- defining roles, assigning responsibilities, establishing accountability and delegating authority to establish, implement, maintain, audit, review and improve an effective HSE Management System for their division;
- establishing, implementing, maintaining, reviewing and improving health, safety and division-specific environmental policies, strategies and measurable objectives;
- reviewing their division's HSE Management System at planned intervals and ensuring that monitoring and reporting requirements are met;
- overseeing that workers and worker representatives are consulted as required by law;
- overseeing a process for the active participation of workers and worker representatives in the establishment and maintenance of the HSE Management System for their division;
- establishing, implementing, maintaining, reviewing and improving a process for health, safety and environmental training and communications for workers in their division, including the provision of appropriate financial, human and organizational resources for such process; and
- overseeing effective supervision for the protection of workers' health and safety.

Divisional HSE Committee

The role of the Divisional HSE Committee is:

- to serve as a formal health, safety and environment network and platform to share information, resources and best practices across all of the businesses of the Superior Group, with the goal of continuous improvement among all divisions;



Superior Plus

- to identify and monitor health, safety and environmental metrics and performance across the Superior Group;
- to support the monitoring and reporting needs and requests from the Board and the HSE Committee; and
- to develop and maintain, as well as foster continuous improvement of, the HSE Management System for the Superior Group.

HSE Executive Sponsor

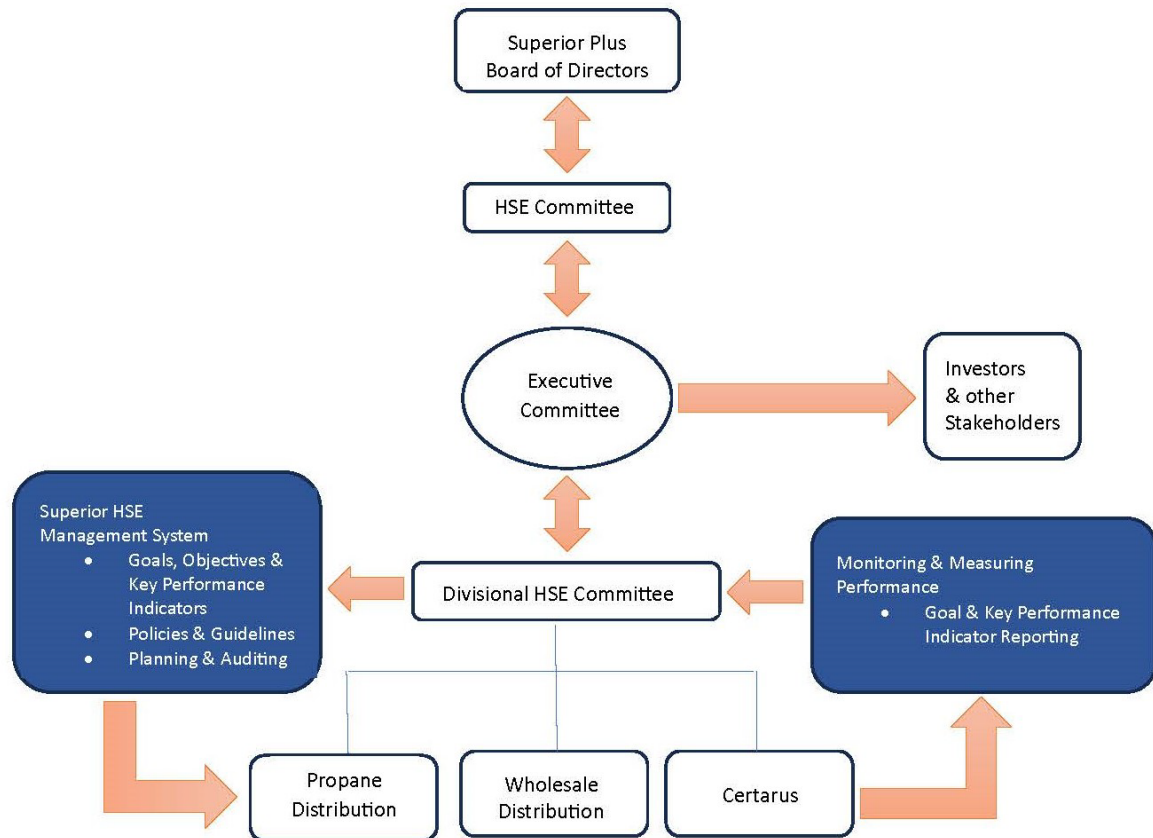
The HSE Executive Sponsor provides executive leadership on health, safety and environmental matters to the Board and the HSE Committee on behalf of the Executive Committee and the CEO.

Divisional HSE Committee Chair

The role of Superior's Divisional HSE Committee Chair is to coordinate health, safety and environmental matters for the Board and the HSE Committee, including but not limited to:

- leading the Divisional HSE Committee in developing, implementing, maintaining, reviewing and improving the HSE Management System for the Superior Group according to the committee's rolling 5-year workplan; and
- ensuring standardized and effective reporting of health, safety and environmental matters to the Executive HSE Committee and the HSE Committee.

FIGURE 1:



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.