

## TRANSGLOBE HSES POLICY

TransGlobe Energy Corporation (TransGlobe) is committed to maintaining a healthy and safe working environment for all employees, contractors and visitors, to protecting the environment, and to identifying and protecting the interests of affected communities, in all of its operations and activities.

### HSES GOALS

As an organization, TransGlobe's health, safety, environmental and social (HSES) goals are to:

1. Identify, minimize and manage all risks related to health, safety, environmental and social aspects of its operations;
2. Achieve an injury and accident-free workplace;
3. Minimize potential impacts on the environment and local communities; and
4. Comply with all applicable laws and regulations, including host country obligations under international law.

### HSES OBJECTIVES

In order to meet the four goals outlined above, TransGlobe will strive to:

- Demonstrate leadership, commitment and accountability in managing health, safety, environmental and social risks associated with its operations (Directive 1);
- Proactively plan to minimize risks to health and safety at work and act to prevent harmful exposure, as well as to prevent or minimize environmental and social risks that may be associated with TransGlobe operations (Directive 2);
- Assess the health, safety, environmental and social risks and impacts of TransGlobe operations and developments in advance of starting operations and routinely thereafter, and effectively eliminate, minimize and manage health, safety, environmental and social risks (Directive 3);
- Continuously develop and implement contingency and emergency response plans to manage any unforeseen incidents that may occur (Directive 4);
- Consult with and consider the interests of the countries and communities in which TransGlobe operates when evaluating business decisions and undertaking business activities (Directive 5);
- Engage and consult with local communities, to develop skills and opportunities to minimize impacts in the areas and countries where TransGlobe operates, and report on TransGlobe's health and safety, environmental and social performance (Directive 6); and
- Monitor and review the effectiveness of these efforts to ensure that lessons are learned from past experiences and are shared across the Company, and to strive for continuous improvement (Directive 7).

### ROLES AND RESPONSIBILITIES

**Every TransGlobe employee** is responsible for providing and maintaining a healthy, safe and environmentally and socially responsible workplace with proper procedures, training and equipment to ensure that work activities are performed in compliance with good international HSES industry practices and applicable government laws and regulations.

The **management** of the Company will provide leadership and a structure that fosters commitment and accountability, provide adequate training and resources, facilitate implementation, and support continual improvement.

Every employee, as an integral part of their job requirements, will be responsible for adhering to this Policy and for its execution. All employees share the responsibility to perform their tasks in a safe and environmentally responsible manner by:

- Adhering to the most stringent of TransGlobe's and/or host country's national applicable policies and standards;
- Observing labor standards;
- Observing all safety rules and following safe work procedures;
- Wearing and using personal protective equipment (PPE) when required;
- Participating in regular and consistent safety training;
- Intervening and stopping unsafe acts;
- Striving to use resources efficiently and prevent pollution;
- Promoting the waste hierarchy – reduce, reuse, recycle
- Conserving biodiversity and contributing to the sustainable management of natural resources; and
- Respecting human rights, including the rights and interests of local communities and indigenous people that may be affected by TransGlobe operations, as well as the cultural heritage of the communities in which TransGlobe operates.

Endorsed this 1 Day of April, 2019 by:



Randy Neely

President & CEO



Geoff Probert

Vice President & COO