



# **SAFETY MANUAL**

## **Pulsar Helium Inc.**

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## **EMERGENCY**

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### **Safety, Health & Environment Policy Statement**

#### **Pulsar Helium Inc.**

At Pulsar Helium Inc., the safety, health, and well-being of our employees, contractors, and the communities in which we operate are our top priorities. We are committed to maintaining a safe and healthy work environment through proactive risk management, continuous improvement, and leadership accountability. Our goal is for every individual to return home safely every day.

#### **Our Commitment to Safety:**

We believe that all incidents are preventable.

We establish and enforce rigorous safety standards, policies, and procedures to identify and manage workplace hazards and risks.

We expect all personnel to understand and take responsibility for their own health and safety, as well as that of others.

We are dedicated to ongoing safety training and leadership to promote a culture of safety excellence.

#### **Environmental Responsibility:**

We are committed to protecting and preserving the environment by minimizing our environmental impact throughout the life cycle of our operations.

We go beyond compliance with environmental regulations, striving for operational excellence through sustainable practices.

We are dedicated to using innovative solutions to conserve resources, reduce waste, and prevent pollution.

We transparently monitor and report our environmental performance, continuously seeking opportunities for improvement.

#### **Sustainability and Community Partnership:**

We believe in responsible resource development that benefits all stakeholders while protecting the environment and supporting sustainable growth.

We actively engage with local communities to create lasting positive impacts and contribute to regional prosperity.

Our investments and partnerships are focused on education, social services, health, arts and culture, and infrastructure development.

#### **Commitment to Leadership and Accountability:**

We hold ourselves to the highest standards of integrity, accountability, and transparency in all our actions and reporting.

We are dedicated to continuous improvement through leadership, innovation, and collaboration.



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By upholding these principles, Pulsar Helium Inc. is committed to fostering a safe, healthy, and environmentally responsible workplace, ensuring sustainable growth and shared prosperity for our employees, communities, and stakeholders.

*Thomas Abraham-James*  
Chief Executive Officer,  
Pulsar Helium Inc.



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### Scope

As a **Controlling Employer**, Pulsar Helium Inc. holds the ultimate authority and responsibility for ensuring the health, safety, and environmental integrity of all operations at its sites. This includes:

- **Oversight of all work activities** performed by employees, contractors, subcontractors, and vendors.
- **Implementation of Safety Management Systems (SMS)** that ensure compliance with all applicable federal, state, and local safety regulations.
- **Coordination and communication** of safety expectations and requirements to all personnel on-site.
- **Enforcement of safety standards** across all operational activities, including those performed by third-party contractors and vendors.

This policy applies to:

- **All Pulsar Helium Inc. owned and operated locations**, including project-specific environments and remote operations.
- **All personnel** under Pulsar Helium Inc.'s operational control, including employees, contractors, subcontractors, and visitors.
- **All activities** that impact health, safety, or the environment, including operational processes, equipment use, transportation, and emergency response.

### Responsibilities

#### 1. Executive Management Responsibilities

Executive Management is responsible for:

- **Setting Safety Leadership Expectations:** Establishing safety as a core value and ensuring Zero Incidents remains the top priority.
- **Resource Allocation:** Providing adequate resources for safety systems, training, equipment, and personal protective equipment (PPE).
- **Policy and Strategy Development:** Developing and communicating safety policies and strategies, ensuring they reflect the responsibilities of a Controlling Employer.
- **Performance Oversight and Accountability:** Reviewing safety performance metrics, ensuring continuous improvement, and holding leaders accountable for safety outcomes.

#### 2. HSE Manager Responsibilities

The HSE Manager is responsible for:



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- **Safety Program Development and Maintenance:** Implementing and maintaining the Safety Management System (SMS) that governs all site activities.
- **Contractor Safety Management:** Ensuring all contractors and subcontractors comply with Pulsar Helium Inc.'s safety standards and regulatory requirements.
- **Hazard Identification and Risk Mitigation:** Conducting risk assessments, hazard analysis, and implementing control measures to prevent incidents.
- **Incident Investigation and Reporting:** Leading incident investigations to identify root causes and ensuring corrective actions are implemented to prevent recurrence.
- **Compliance Audits and Inspections:** Conducting regular safety audits and inspections to ensure compliance with all safety standards and regulations.

### 3. Supervisors and Team Leaders Responsibilities

Supervisors and Team Leaders are responsible for:

- **Daily Operational Oversight:** Monitoring daily operations to ensure compliance with safety standards and policies.
- **Coordination and Communication:** Coordinating safety activities among employees, contractors, and subcontractors to maintain a cohesive safety environment.
- **Training and Competency Verification:** Ensuring personnel are adequately trained and competent to perform tasks safely.
- **Stop Work Authority:** Exercising the authority to stop work immediately if unsafe conditions or practices are observed.
- **Incident Reporting and Investigation Participation:** Reporting incidents and near-misses promptly and actively participating in investigations.

### 4. Employee and Contractor Responsibilities

All Employees and Contractors are responsible for:

- **Adherence to Safety Practices:** Following all safety practices, rules, and procedures set by Pulsar Helium Inc.
- **Hazard Identification and Reporting:** Reporting hazards, unsafe conditions, and incidents to supervisors immediately.
- **Proper Use of PPE and Safety Equipment:** Using personal protective equipment (PPE) and safety equipment as required.
- **Proactive Participation in Safety Programs:** Participating in safety training, meetings, and hazard assessments.



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- **Stop Work Authority:** Exercising stop-work authority if hazardous conditions or unsafe acts are identified.

### 5. Third-Party and Vendor Responsibilities

Third Parties and Vendors are responsible for:

- **Compliance with Safety Standards:** Complying with all safety policies and procedures set by Pulsar Helium Inc. as the Controlling Employer.
- **Coordination and Communication:** Coordinating safety practices and communication with Pulsar Helium Inc. personnel to ensure cohesive safety management.
- **Accountability and Responsibility:** Maintaining accountability for the safety performance of their personnel and operations while on Pulsar Helium Inc. premises.
- **Incident and Hazard Reporting:** Promptly reporting incidents, near-misses, and hazards to Pulsar Helium Inc.'s supervisors or safety personnel.

### Controlling Employer Responsibilities

As the **Controlling Employer**, Pulsar Helium Inc. is ultimately responsible for:

- **Ensuring Site-Wide Safety Compliance:** Ensuring that all work performed at its sites complies with applicable federal, state, and local safety regulations, including OSHA requirements.
- **Communication of Safety Expectations:** Communicating safety expectations and requirements to all employees, contractors, and vendors.
- **Coordinated Safety Oversight:** Coordinating safety management and activities across all contractors, subcontractors, and vendors to ensure a cohesive and comprehensive safety environment.
- **Incident Management and Reporting:** Ensuring all incidents, near-misses, and hazards are reported, investigated, and documented accurately.
- **Enforcement of Safety Policies and Procedures:** Enforcing compliance with safety standards and taking corrective actions for violations.
- **Continuous Improvement and Performance Monitoring:** Continuously monitoring safety performance, conducting audits, and implementing improvements to achieve Zero Incidents.

### Guiding Principles for Safety

The Safety Management System is guided by the following principles, consistent with Pulsar Helium Inc.'s role as a Controlling Employer:

- **Zero Incidents:** Achieving Zero Incidents through proactive safety practices and effective hazard controls.

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- **Proper Planning, Hazard Mitigation, and Stop Work Authority:** Implementing leading safety measures that prevent incidents before they occur.
- **Shared Commitment and Teamwork:** Building a culture of shared safety responsibility and effective teamwork.
- **Health, Safety, and Environmental Stewardship:** Integrating HSE considerations into every aspect of operations.
- **Personal Leadership, Responsibility, and Accountability:** Encouraging every individual to lead by example and be accountable for their safety and that of their coworkers.

### Commitment to Safety Culture

Pulsar Helium Inc. is committed to maintaining a safety culture that aligns with its role as a Controlling Employer by:

- **Leading by Example:** Demonstrating leadership in safety at all levels of the organization.
- **Promoting a Safety Culture of Shared Responsibility:** Cultivating a safety culture where safety is everyone's responsibility.
- **Ensuring Transparent Communication and Accountability:** Ensuring transparent communication and accountability in all safety-related matters.
- **Continuous Improvement:** Continuously improving safety practices through proactive hazard identification, incident reporting, and performance monitoring.

By adhering to these Scope and Responsibilities, Pulsar Helium Inc. ensures a proactive safety culture that protects its people, the environment, and the communities in which it operates, fulfilling its role as a **Controlling Employer**.

### MAINTAINING VALUE THROUGH ENVIRONMENTAL, HEALTH AND SAFETY LEADERSHIP

