

APPENDIX

/SECURE ENERGY 2021 ESG DATA TABLE

On July 2, 2021, SECURE Energy and Tervita merged and the following data table reflect the combined company's data for 2021 and 2020, unless otherwise noted. All figures are in Canadian dollars and environmental and performance data is in metric units..

Economic and Community Impact	Units	2021	2020
Total revenue	\$000,000s	4,681	3,241
Wages and employee benefits	\$000,000s	211	181
Dividends	\$000,000s	7	17
Community investment	\$000s	540	473
Indigenous suppliers utilized	count (#)	89	51
Indigenous spending	\$000,000s	10,5	12,3
Partnerships with indigenous communities ⁱ	count (#)	21	-
Product Recovered	Units	2021	2020
Crude oil recovered	m ³	253,983	265,027
Metal recovered	metric tonnes	197,310	150,400
Greenhouse Gas Emissions	Units	2021	2020
Scope 1 - direct emissions ⁱⁱ	tCO ₂ e	116,157	132,338
Midstream Infrastructure	tCO ₂ e	84,310	99,509
Environmental Solutions and Fluid Management	tCO ₂ e	31,847	32,829
Scope 2 - electricity	tCO ₂ e	106,569	111,510
Scope 1 and Scope 2 emissions	tCO ₂ e	222,726	243,848
Greenhouse Gas Emission Intensity ⁱⁱⁱ	Units	2021	2020
Scope 1 greenhouse gas intensity	kg CO ₂ e/unit received or shipped	31.72	35.02
Midstream Infrastructure	kg CO ₂ e/m ³	4.59	5.35
Landfills	kg CO ₂ e/tonne	1.40	3.49
Metal Recycling	kg CO ₂ e/tonne	25.72	26.18
Scope 2 greenhouse gas intensity	kg CO ₂ e/unit received or shipped	7.49	7.70
Scope 1 and Scope 2 greenhouse gas intensity	kg CO ₂ e/unit received or shipped	39.2	43.4
Reduction in Scope 1 and Scope 2 greenhouse gas intensity	percentage	-9%	-
Emissions Attributed to Fleet	Units	2021	2020
Total fuel use	000s litres	10,071	8,633
Scope 1 greenhouse gas fleet emissions ^{iv}	tCO ₂ e	26,778	23,330
Change in Scope 1 greenhouse gas fleet emissions	percentage	15%	-
Renewable fuels	percentage	0%	0%
Processing Emissions Produced the Following Emissions ^v	Units	2021	2020
Nitrogen Oxides (NOx) - Canada	tonnes	42.35	40.71
Particulate Matter (PM10) - Canada	tonnes	149.70	106.36
Energy	Units	2021	2020
Total electricity consumption	kWh	143,685,566	149,248,800
Reduction in electrical power consumption	percentage	-4%	-
Renewable sources	kWh	40,723,684	-
Renewable sources	percentage	28%	-
Energy intensity for Midstream Infrastructure	kWh/000's m ³ fluids handled	7.70	7.66

Water Management	Units	2021	2020
Fresh water interactions (withdrawn, consumed, discharged) ^{vi}	000s m ³	1,336	1,541
Fresh water discharged to watershed	000s m ³	718	976
Fresh water withdrawn and consumed	000s m ³	618	565
Leachate avoided due to staged and permanent capping	000s m ³	187	-
Leachate produced	000s m ³	439	843
Spills	Units	2021	2020
Significant spills ^{vii}	count (#)	1	0
Released substances from significant spills	m ³	98.8	0
1st Party reportable spills ^{viii}	count (#)	12	7
Released substances from reportable spills	m ³	128	56
Spill intensity reportable and significant spills	m ³ /MM ³ fluids handled	6.32	2.60
Asset Integrity	Units	2021	2022
Spend	\$000s	3,300	809
Inspections	count (#)	632	485
Abandonment and Reclamation	Units	2021	2020
Total wells abandoned	count (#)	10	5
Reclaimed customer land	hectares (ha)	307	371
Contaminated soil treated on customer's sites ^{ix}	metric tonnes	41,807	766
Trees planted for customers	count (#)	5,100	22,500
Hazardous Waste Generation	Units	2021	2020
Recyclable hazardous waste generated ^x	metric tonnes	45,638	-
Volume of oil recycled from hazardous waste generated ^{xi}	m ³	15,192	-
Hazardous process waste generated at Midstream Infrastructure and Environmental Solutions business segment facilities in Canada	metric tonnes	56,169	10,165
Health and Safety	Units	2021	2020
Senior leader safety engagement ^{xii}	count (#)	348	81
Hazard ID close-out	percentage	98%	99%
Average number of days to close	count (#)	N/A	22
HSE training compliance	percentage	70%	100%
Fatalities	count (#)	0	0
Total recordable injury rate employees and contractors (TRIR) ^{xiii}	per 200,000 exposure hours	0.78	0.94
Total recordable injury rate employees (TRIR)	per 200,000 exposure hours	0.79	0.85
Lost time injury rate employees and contractors (LTIR) ^{xiv}	per 200,000 exposure hours	0.10	0.17
Lost time injury rate employees (LTIR)	per 200,000 exposure hours	0.10	0.18
Motor vehicle incident rate (MVIR) ^{xv}	per 1,000,000 km driven	1.49	1.63
Serious injuries and fatalities potential (SIF(P)) rate ^{xvi}	per 200,000 exposure hours	0.20	0.31
Average hours on learning management systems (LMS) Safety training ^{xvii}	hours	-	-

Our People	Units	2021	2020
Permanent employees	count (#)	2050	2117
Men	percentage	79%	77%
Women	percentage	21%	23%
Median age	count (#)	40.5	40
Average tenure	years	5.73	5.73
Employee - fulltime	percentage	98%	98%
Employee - temporary/contractor	percentage	2%	2%
Leadership and personal development training	hours	2090	3010
Internal transfers and promotions	count (#)	264	271
Employee fitness allowance reimbursement	\$000s	758	731
Employees in rural/remote location ^{xviii}	percentage	36%	34%
Employee turnover	percentage	26%	38%
Involuntary	percentage	11%	28%
Voluntary	percentage	15%	10%
Diversity	Units	2021	2020
Women in senior leadership positions (above manager) ^{xix}	percentage	11%	12%
% Women In leadership positions (manager and above) ^{xx}	percentage	15%	14%
Women in STEM positions ^{xxi}	percentage	6%	7%
Women on Board of Directors	percentage	25%	25%
Women leading Board of Director committees	percentage	50%	25%
Governance	Units	2021	2020
Size of Board of Directors	count (#)	8	8
Independent Directors	percentage	88%	75%
Independent Audit Committee	-	Yes	Yes
Average Board meeting attendance	percentage	97%	100%
Majority Voting Policy	-	Yes	Yes
Code of Business Conduct	-	Yes	Yes

^{xx} Data Not Available

/METHODODOLOGY AND SOURCES

- i. Partnerships with Indigenous Communities is defined as Economic Participation Agreements where both parties agree to cooperate in advancing their mutual interests and seeking collaboration on future projects. Economic participation agreements range from Letters of Intent, Memorandums of Understanding to Service Agreements and Joint Ventures. These agreements are typically written agreements.
- ii. Scope 1 Direct greenhouse gas emissions in Canada and the U.S. include fleet vehicles, yellow iron equipment, Midstream Processing operational facilities, Environmental Solutions and Fluid Management facilities. Determined using "B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions" and "IPCC's Second Assessment Report (SAR)."
- iii. Scope 1 and 2 greenhouse gas intensity is calculated only for Midstream Processing Facilities, Landfills and Metal Recycling. SECURE continues to work on establishing intensity metrics for additional lines of business.
- iv. Scope 1 greenhouse gas fleet emissions was calculated using all company fleet and yellow iron equipment. Emission factors and calculation methodology were determined using the "B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions," specifically Table 8: Fleet Fuels - Unmixed and Table 16: Sample Emissions Calculation.
- v. Nitrogen Oxides (NO_x) and Particulate Matter (PM₁₀) determined using US EPA AP-42 Chapter 1: External Combustion Sources.
- vi. Total water withdrawn, consumed and discharged is tracked at the Midstream Infrastructure business segment facilities in Canada and the U.S. and any other fixed facilities consuming water in the Environmental Solutions and Fluid Management business segment.
- vii. A significant spill at a Midstream Processing Facility is one that is outside of containment, impacts land or water and triggers the activation of SECURE's Corporate Emergency Support Team.
- viii. First party reportable spills at Midstream Processing Facilities are determined by operating jurisdiction. Products included in reportable spills are produced fluids, crude oil, test fluids or production chemicals.
- ix. Contaminated soil treated on customer's sites in 2020 is reflective of Tervita's operations.
- x. Recyclable hazardous waste generated is defined as internal dangerous oilfield waste and solid waste volumes from our facilities sent to Lindbergh, Unity and Hughenden caverns in Canada.
- xi. Volume of oil recycled from hazardous waste generated is defined as the sum of cut oil from the volumes of internal dangerous oilfield waste and solid waste volumes from our facilities sent to Lindbergh, Unity and Hughenden caverns in Canada.
- xii. Senior leader safety engagement with front line workers. This includes safety meetings, site visits and safety stand downs only for SECURE in 2021.
- xiii. TRIR is the ratio of recordable injuries to hours worked. The ratio normalizes the recordable injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of a year.
- xiv. LTIR is the ratio of lost time injuries to hours worked. The ratio normalizes the lost time injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of one year.
- xv. MVIR is the number of preventable motor vehicle incidents per 1,000,000 kilometres driven.
- xvi. SIF(P)R ratio normalizes the serious injury incidents or near misses and exposure hours back to how many workers would face a serious injury or near miss situation per 100 workers over the course of a year.
- xvii. Average hours on learning management systems (LMS) Safety training was not achievable to accurately calculate given the integration of the two companies and three types of LMS systems.
- xviii. Based on Definition of Statistics Canada Population Centre and Rural Area Classification, 2016. Tervita's employee information validated by work location, SECURE's employee information validated by residence address and assumed employees work close to their residence.
- xix. Women in senior leadership positions (above manager), average of combined company and a percentage of all senior leadership positions, not full employee base.
- xx. Women in leadership positions - Managers as defined as having direct reports. Average of combined company and a percentage of all managerial positions, not the full employee base.
- xxi. Science, Technology, Engineering and Math, based on Statistics Canada 2016 Census definition. Average of combined company. Percentage of women in STEM positions when compared to all STEM positions.



The United Nations 17 Sustainable Development Goals (SDGs), set in September 2015 by all United Nations Member States, are the framework and global call to action to achieve sustainable global development and a better future for all. Set to be achieved by 2030, the SDGs align with SECURE's business, our values and ESG commitments. SECURE is focusing on the following SDGs:



UN SDG Target 3.6

By 2030, halve the number of global deaths and injuries from road traffic accidents

Actively monitoring our MVIR and continuously setting targets and goals to improve performance will help contribute to the reduction of motor vehicle accidents.

- Achieved goal of MVIR <2.00 in 2021 with MVIR of 1.49 with over 21.4 million kilometers driven
- Fluid Management business segment achieved MVIR of 0 in 2021



UN SDG Target 9.1

Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

UN SDG Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

SECURE is focused on developing and maintaining sustainable and resilient infrastructure across its network of over 100 facilities services Western Canada, North Dakota and Oklahoma. This is exemplified through:

- Engineering excellence, safety and integrity is at the forefront of all facility design, build and maintenance. Our comprehensive asset integrity management system helps ensure we are compliant and exceed all audits. In 2021, SECURE spent over \$3.3 MM on asset integrity and conducted over 632 inspections to ensure our equipment and facilities continue to run reliably and safely
- SECURE is taking steps towards the energy transformation by exploring Carbon Sequestration projects. Our operational skillset and industry experience with disposal well operations and midstream infrastructure aligns with what is required to successfully operate sequestration projects

2022:

- SECURE is looking at optimizing its treater operations to reduce natural gas consumption at its Kindersley and Fox Creek Midstream Processing Facilities
- Developing a five-year Asset Retirement Strategy
- SECURE is continuing to explore transformation technologies



UN SDG Target 10.2

By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SECURE remains committed to building lasting relationships with Indigenous communities through respectful engagement and providing opportunities for economic participation in support of Truth and Reconciliation. initiatives in 2021 included:

- Updated our supply chain best practice to incorporate a definition of Indigenous Business ownership that aligns with the Canadian Council for Aboriginal Business (CCAB)
- 21 Indigenous economic partnerships across Canada
- Spent over \$10.5 MM with 89 Indigenous suppliers in 2021
- SECURE released its Diversity and Inclusion policy in April 2021 with a target of 25% gender diversity on the Board of Directors. SECURE achieved and maintained this target prior to and after the merger with Tervita and associated change to the Board. SECURE is committed to providing opportunities to reduce inequalities in the workplace

2022:

SECURE is committed to advancing its diversity and inclusion strategy and Indigenous Engagement and Diversity and Inclusion in 2022 through the following initiatives:

- Indigenous Awareness Training for all employees in Q1 2022
- Begin the Progressive Aboriginal Relations (PAR) Certification process through the CCAB by Q4 2022
- SECURE is investing significant resources in 2022 to clarify and accelerate our commitment to diversity, equity and inclusion (DEI)
- Launching organization wide DEI training with additional Unconscious Bias training for those in positions of leadership
- SECURE amended its Diversity and Inclusion Policy and increased the target of women on the Board to 30%. SECURE is committed to achieving this target at or prior to the 2023 meeting of shareholders



UN SDG Target 13.1

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

UN SDG Target 13.3

Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

SECURE has identified the risks climate change poses to the organization, its people and assets. 2021 Initiatives included:

- SECURE is formalizing a Climate Action Plan and has set the ultimate goal of committing to achieving net-zero GHG emissions by 2050
- Achieving this goal means actions start today with short-term targets of reducing GHG emission intensity by 15% by the end of 2024
- In Q4 2021, SECURE launched ESG Awareness Training and ESG ID, a process for employees to share their ESG ideas with potential to action them

2022:

- Updating Climate Policy with a robust Climate Action Plan
- Release a TCFD Climate Report
- Participating in Avatar Innovations with the potential to bring new transformation technologies to market
- Integrating climate risks into enterprise risk management

/SECURE ENERGY SASB INDEX

The breadth and diversity of SECURE's business lines require reporting elements from various SASB Sustainable Industry Classification System Categories. These include: Infrastructure Sector - IF.WM Waste Management, from EM - Extractives and Minerals Processing Sector: Oil and Gas - Exploration and Production (EP), Oil and Gas - Services (SV), Oil and Gas - Midstream (MD).

Code	Metrics	Category	Unit of Measure	Response
Greenhouse Gas Emissions				
IF-WM-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulation, and (3) percentage covered under emissions-reporting regulation.	Quantitative	Metric tons (t) CO ₂ -e, Percentage (%)	(1) 116,157 (2) 57% (3) 0% SECURE does not meet reporting threshold. <i>Note: Scope 1 emissions for the entire organization</i>
EM-MD-110a.1 EM-EP-110a.1	(1) Gross global Scope 1 emissions, (2) percentage methane, (3) percentage covered under emissions-limiting regulations	Quantitative	Metric tons CO ₂ -e (t) Percentage (%)	(1) 116,157 (2) 0.07% (3) N/A diesel and gasoline not separated by facility <i>Note: Scope 1 emissions for the entire organization</i>
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Quantitative	Metric tons CO ₂ -e	(1) 7,248 CO ₂ e (2) 78,854 CO ₂ e (3) N/A (4) N/A (5) 18,885 CO ₂ e <i>Note: Volumes flared correspond to Western Canada's Petrinex reporting protocols.</i>
IF-WM-110a.3 EM-MD-110a.2 EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions-reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	Short Term: <ul style="list-style-type: none"> Reducing GHG emission intensity by 15% by the end of 2024 Energy efficiency projects, reducing natural gas consumption Lower the carbon intensity of our fleet through either the use of lower carbon intensity fuels or transitioning to alternate fuel vehicles Exploring Carbon Capture and Sequestration projects Long Term: <ul style="list-style-type: none"> SECURE is committed to achieving net-zero greenhouse gas emissions by 2050 <i>Refer to Climate Strategy section of Sustainability Report.</i>
Emissions Reduction Services & Fuels Management				
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Quantitative	Gigajoules (GJ), Percentage (%)	Total fleet fuel consumed: 376,375 GJ (1) 55% used in on-road equipment and vehicles (2) 45% used in off-road equipment In 2021, no renewable fuel was consumed. Fuel used included gasoline, diesel and propane.
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	N/A	2021 Highlights: <ul style="list-style-type: none"> 704 tonnes CO₂e emissions avoided by using a CNG generator solution Tried CNG Dual Fuel Fleet truck Strategy: <ul style="list-style-type: none"> Better baseline and understand fleet emission analytics to set reduction targets and implement best practices Develop a plan to establish a baseline idling time per vehicle
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	Percentage (%)	N/A
Fleet Fuel Management				
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total fleet fuel consumed: 376,375 GJ Fuel used included gasoline and diesel (2) 0% (3) 0%, in 2021, no renewable fuel was consumed. <i>Note: (2) and (3) SECURE's fleet does not have any vehicles that use natural gas with the exception of one trial vehicle. Compressed liquid natural gas was used for some portable generators.</i>
IF-WM-110b.2	Percentage of alternative energy vehicles in fleet	Quantitative	Percentage (%)	0

Code	Metrics	Category	Unit of Measure	Response
Air Quality				
IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	SECURE calculated the following based on the facilities that reported to the National Pollutant Release Inventory (NPRI) in 2021: (1) 42.35t NOx (2) 0.23t SOx (3) 970.41 NMVOCs (4) HAPs are not tracked at this time.
EM-MD-120a.1 EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Quantitative	Metric tons (t)	(1) 42.35t NOx (2) 0.23t SOx (3) 970.41 VOCs (4) 149.70 PM
IF-WM-120a.2	Number of facilities in or near areas of dense population	Quantitative	Number	5
IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Quantitative	Number	0
Water Management				
EM-EP-140a.1	(1) Total fresh water withdrawn (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	(1) 618,500m ³ (2) 618,500m ³ Note: SECURE's operations are not in regions with high or extremely high baseline water stress
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Quantitative	Thousand cubic meters (m ³), Percentage (%), Metric tons (t)	(1) N/A (2) 9,152,851m ³ processed water injected on behalf of our customers (3) 0
EM-SV-140a.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Quantitative	Thousands of cubic meters (m ³), Percentage (%)	(1) 618,500m ³ (2) 0
EM-SV-140a.2	Discussion of strategy of plans to address water consumption and disposal-related risks, opportunities, and impacts	Discussion and Analysis	N/A	2021 Accomplishments: Leachate generation reduction through applied technologies: <ul style="list-style-type: none"> Accelerated Evaporation avoided emissions are estimated at 5.25 kilograms of CO₂e per cubic meter of leachate. Zero Liquid discharge evaporator returned approximately 31,224m³ of treated water to the environment. Staged capping reduces leachate generation at our landfills Short-term: <ul style="list-style-type: none"> SECURE has established a baseline and set a water use reduction target of 5% year-over-year Continued investment in staged capping to reduce leachate generation. SECURE is committed to reducing leachate generated by construction of three staged caps (reduce catchment area by 4%) <i>Note: Refer to Environment section of Sustainability Report</i>
Management of Leachate & Hazardous Waste				
IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Quantitative	Metric tons (t), Percentage (%)	SECURE is not subject to TRI Regulations and is therefore not required to report TRI releases. SECURE does report National Pollutant Release Inventory (NPRI)
IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number	0
IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	0
Ecological Impacts				
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	N/A	SECURE owns and operates a number of waste management facilities and provides reclamation and remediation services for its customers. 2021 Accomplishments for our Customers: <ul style="list-style-type: none"> Recycled over 197,000 tonnes of scrap metal 253,983 m³ recovered oil from waste was shipped to market Safely disposed of 3,624,174 tonnes of waste in our engineered landfills Reclaimed 307 hectares from customer land 5,100 trees planted for customers 41,807 metric tonnes of contaminated soil treated on customer's sites Short-term: <ul style="list-style-type: none"> Completion of a five-year internal asset retirement strategy to decrease long-term environmental liability.
EM-MD-160a.1 EM-EP-160a.1	Description of environmental management policies and practices for active operations	Discussion and Analysis	N/A	The Environment Management System (EMS) from legacy Tervita is being integrated into the combined company's HSEMS which was released in Q4 2021. The full integration activity of the EMS will occur in 2022.
EM-MD-160a.4	Number of aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Quantitative	Number, Barrels (bbls)	3 spills, 624 bbl, 0 in Arctic, 0 in USAs, N/A
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI ranking 8-10, and volume recovered	Quantitative	Number, Barrels (bbls)	3 spills, 624 bbl, 0 in Arctic, 0 in ESI, N/A

Code	Metrics	Category	Unit of Measure	Response
Security, Human Rights, & Rights of Indigenous Peoples				
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	N/A	SECURE is committed to actively building and fostering long-lasting relationships with Indigenous communities through respectful engagement and opportunities for economic participation in support of Truth and Reconciliation. <i>Note: Refer to Community section of Sustainability Report</i>
Labour Practices				
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	0
IF-WM-310a.2	(1) Number of worker stoppages and (2) total days idle	Quantitative	Number, Days idle	(1) 0 (2) 0
Workforce Health & Safety				
IF-WM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 0.79 (2) 0 (3) (a) 18.93 (b) N/A
EM-SV-320a.1 EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Rate	(1) 0.79 (2) 0 (3) 18.93 (4) 2.45 based on 1 MM miles driven. 1.49 based on 1 MM kilometers driven (5) Unable to calculate this in 2021 as a result of the training system integration of Tervita and SECURE
IF-WM-320a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	Percentile	SECURE operates under the National Safety Code (NSC) in Canada. The NSC requires a Carrier Profile for all operators which serves as a valuable tool for evaluating the effectiveness of their safety and maintenance programs. An R-Factor Score is included in this profile which is calculated by considering conviction, Commercial Vehicle Safety Alliance Failure Rate and collision event data over the past 12 month period; operators must strive for the lowest score.
IF-WM-320a.3	Number of road accidents and incidents	Quantitative	Number	32 Motor Vehicle Incidents
EM-SV-320a.2 EM-EP-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Discussion and Analysis	N/A	SECURE is committed to providing a productive, safe and healthy work environment for all our employees, contractors, subcontractors, customers, vendors, visitors and the public. The Health, Safety and Environment Management System (HSEMS) provides employees and stakeholders with a clear understanding of SECURE's workplace health, safety and environment expectations. <i>Note: Refer to Safety section of Sustainability Report.</i>
Operational Safety, Emergency Preparedness & Response				
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Quantitative	Number, Percentage (%)	0
EM-MD-540a.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Quantitative	Percentage (%)	(1) 0% (2) 35.8%
EM-MD-540a.3	Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation	Quantitative	Number	0
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Discussion and Analysis	N/A	SECURE is committed to providing a productive, safe and healthy work environment for all our employees, contractors, subcontractors, customers, vendors, visitors and the public. The Health, Safety and Environment Management System (HSEMS) provides employees and stakeholders with a clear understanding of SECURE's workplace health, safety and environment expectations. Emergency Preparedness: SECURE has adopted and implemented the Incident Command System (ICS) at all levels within the organization. ICS is a comprehensive and practical system widely used nationally and internationally by both government and industry sectors to manage emergencies. It is a standardized, on scene, management system used for all types of emergency and non-emergency events. SECURE has adopted the following core and consistent incident priorities for all emergencies: (1) Life Safety (2) Incident Stabilization (3) Minimize Impacts
Recycling & Resource Recovery				
IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Quantitative	Percentage (%)	(1) Recycling of scrap metal 100% industrial (2) Bioremediation composting 100% industrial
IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	(1) Over 197,000 tonnes of scrap metal recycled (2) 16,759 tonnes of contaminated soil bioremediated (3) N/A

Code	Metrics	Category	Unit of Measure	Response
Business Ethics & Payments Transparency				
EM-SV-510a.2 EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	<p>SECURE's Code of Business Conduct promotes high ethical standards in all of its business activities and the corporations's directors, officers, employees, contractors and consultants are expected to maintain these standards. Code of Business Conduct training is required every three years. The Whistle Blower policy and procedures are for the confidential and anonymous submission by employees and external third parties of complaints or concerns regarding, financial statement disclosures, accounting, internal controls, fraud, auditing matters and other activities which may violate SECURE's Code of Business Conduct.</p> <p>SECURE's Code of Business Conduct</p> <p>Supplier Code of Conduct SECURE complies with all laws and regulations applicable to its activities and ultimately, concern for what is right must underlie all business decisions. Suppliers are expected to conduct business with integrity and uphold high standards of ethics and behavior across all facets of their business. This encompasses complying with all applicable laws and regulations in the jurisdictions where SECURE and the Supplier operate (including anti-corruption and anti-bribery laws).</p> <p>Supplier Code of Conduct</p>
Activity Metric				
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Number	<p>(1) municipal: 29 (2) commercial: N/A (3) industrial: 1045 (4) residential: N/A (5) other: 0</p> <p><i>Note: Data for the Waste Services group, part of the Environmental Solutions business segment, SECURE does not have residential or commercial customers.</i></p>
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	<p>50</p> <p><i>Note: Count for the Waste Services group, part of Environmental Solutions business segment</i></p>
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Quantitative	Number	<p>(1) 27 Landfills (2) 3 Hazardous Waste Transfer Stations (3) 5 Metal Recycling Centres (4) 7 Bioremediation Centres (5) 0 Incinerators (6) 61 Midstream Processing Facilities, 16 Water Disposal Facilities, 3 Cavern Disposal Facilities, 6 Laydown Yards, 2 Naturally Occurring Radioactive Material Waste Handling Facilities, 1 Filtration Process</p>
IF-WM-000.D	Total amount of materials managed by customer category: (1) municipal (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Metric tons (t)	<p>(1) Municipal: 403 t (2) N/A (3) Industrial: 100,863 t (4) Residential: N/A (5) Other</p> <p><i>Note: Data for the Waste Services group, part of the Environmental Solutions business segment, SECURE does not have residential or commercial customers.</i></p>

/GRI CONTENT INDEX WITH REFERENCE

SECURE Energy Services Inc. has reported the information cited in this GRI content indices for the period of January 1, 2021 to December 31, 2021 with reference to the GRI Standards.

GRI 2: General Disclosures 2021 - 1. The organization and its reporting practices

Disclosure 2-1 Organizational Details

Secure Energy Services Inc.

Publicly traded organization on the Toronto Stock Exchange

Headquartered in Calgary, Alberta, Canada

Areas of operations include Canada, United States

Disclosure 2-2 Entities included in the organization's sustainability reporting

All entities included in its sustainability reporting, available in SECURE's Annual Information Form on SEDAR at [sedar.com](https://www.sedar.com)

[Financial Reporting](#)

Disclosure 2-3 Reporting period, frequency and contact point

The reporting period for SECURE's sustainability reporting is January 1 - December 31, 2021 and is released annually

[About this Report](#)

esg@secure-energy.com

Disclosure 2-4 Restatements of information

N/A

Disclosure 2-5 External assurance

[About this Report](#)

GRI 2: General Disclosures 2021 - 2. Activities and Workers

Disclosure 2-6 Activities, value chain and other business relationships

SECURE is active in the following sectors: Energy, Midstream, Oil & Gas, Industrial Services, Waste Management

Value chain details - [Annual Information Form](#) March 2, 2022 p. 25

Disclosure 2-7 Employees

See the [Data Metrics](#) table on p. 54 and [People](#) p. 19

Disclosure 2-8 Workers who are not employees

See the [Data Metrics](#) table on p. 54 and [People](#) p. 19

GRI 2: General Disclosures 2021 - 3. Governance

Disclosure 2-9 Governance structure and composition

[2022 Information Circular](#)

Disclosure 2-10 Nomination and selection of the highest governance body

[2022 Information Circular](#)

Disclosure 2-11 Chair of the highest governance body

The SECURE Board chair is not an executive officer, [2022 Information Circular](#)

Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

[2022 Information Circular](#)

Disclosure 2-13 Delegation of responsibility for managing impacts

[Governance](#) section p. 48

Disclosure 2-14 Role of the highest governance body in sustainability reporting

[About this Report](#) p. 5

Disclosure 2-15 Conflicts of interest

[2022 Information Circular](#)

Disclosure 2-16 Communication of critical concerns

[Governance](#) section p. 48 & SECURE's Annual Information Form on SEDAR at [sedar.com](#)

Disclosure 2-17 Collective knowledge of the highest governance body

[2022 Information Circular](#)

Disclosure 2-18 Evaluation of the performance of the highest governance body

[2022 Information Circular](#)

Disclosure 2-19 Remuneration policies

[2022 Information Circular](#)

Disclosure 2-20 Process to determine remuneration

[2022 Information Circular](#)

Disclosure 2-21 Annual total compensation ratio

[2022 Information Circular](#)

GRI 2: General Disclosures 2021 - 4. Strategy, policies and practices**Disclosure 2-22 Statement on sustainable development strategy**

[Message from President & CEO p. 6](#)

Disclosure 2-23 Policy commitments

<https://www.secure-energy.com/code-of-conduct>

SECURE's Annual Information Form on SEDAR at [sedar.com](#)

Disclosure 2-24 Embedding policy commitments

SECURE's Annual Information Form on SEDAR at [sedar.com](#)

Disclosure 2-26 Mechanisms for seeking advice and raising concerns

[Governance](#) section p. 48

Disclosure 2-27 Compliance with laws and regulations

There were no significant instances of non-compliance with laws and regulations during the reporting period

Disclosure 2-28 Membership associations

<p>Alberta Chamber of Resources British Columbia Environment Industry Association Calgary Chamber of Commerce Canadian Association of Oilwell Drilling Contractors Canadian Association of Petroleum Landmen Canadian Association of Petroleum Producers Canadian Council for Aboriginal Business Canadian Energy Executive Association Canadian Land Reclamation Association Canadian Northern Society Canadian Council for Aboriginal Business Construction Safety Association of Manitoba Edmonton Construction Association Electronic Recycling Association Environmental Services Association of Alberta</p>	<p>Fox Creek Chamber of Commerce Grande Prairie Petroleum Association Manitoba Environmental Industry Association Manitoba Heavy Construction Association North Dakota Petroleum Council North Dakota Safety Council North Dakota Solid Waste and Recycling Association Northeastern Alberta Aboriginal Business Association Petroleum Services Association of Canada Safety Codes Council Saskatchewan Environmental Industry & Managers Association Saskatchewan Industrial & Mining Association Saskatchewan Research Council Vancouver Regional Construction Association</p>
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GRI 2: General Disclosures 2021 - 5. Stakeholder engagement**Disclosure 2-29 Approach to stakeholder engagement**

[Stakeholder Engagement \(secure-energy.com\)](#)

Disclosure 2-30 Collective bargaining agreements

SECURE has 0% employees covered by collective bargaining agreements

GRI 201: Economic Performance 2016**Disclosure 201-1 Direct economic value generated and distributed**

See the [Data Metrics](#) table on p.54

GRI 201: Economic Performance 2016

Disclosure 201-2 Financial implications and other risks and opportunities due to climate change

See *Sustainability Journey - Sustainability Risks and Opportunities*. In addition, find details on the organization's risks in SECURE's Annual Information Form on SEDAR at sedar.com

Disclosure 201-3 Defined benefit plan obligations and other retirement plans

N/A

Disclosure 201-4 Financial assistance received from government

In Q2 2021, SECURE received the Canada Emergency Wage Subsidy

GRI 203: Indirect Economic Impacts 2016

Disclosure 203-1 Infrastructure investments and services supported

See *Community Section p. 44*

Disclosure 203-2 Significant indirect economic impacts

N/A

GRI 204: Procurement Practices 2016

Disclosure 204-1 Proportion of spending on local suppliers

\$10,500,000 spent with local *Indigenous suppliers*, p. 45

SECURE defines local based on the Definition from Statistics Canada Population Centre and Rural Area Classification, 2016. Tervita's employee information validated by work location, SECURE's employee information validated by residence address and assumed employees work close to their residence.

Defined by SECURE's operating areas

GRI 205: Anti-corruption 2016

Disclosure 205-1 Operations assessed for risks related to corruption

N/A

Disclosure 205-2 Communication and training about anti-corruption policies and procedures

Governance p. 48

Code of Business Conduct

Disclosure 205-3 Confirmed incidents of corruption and actions taken

N/A

GRI 206: Anti-competitive Behaviour 2016

Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

SECURE and Tervita announced the closing of their merger (the "Transaction") on July 2, 2021, following the expiry of the statutory waiting period under the Competition Act expired on June 30, 2021. On June 29, 2021, the Commissioner of Competition (the "Commissioner") served SECURE with a notice of application to block the closing of the Transaction under Section 92 of the Competition Act. The Commissioner also served SECURE with an application under Section 104 of the Competition Act, which sought an interim order from the Competition Tribunal to block the closing of the Transaction. The Commissioner also made an interim application to prevent closing of the Transaction pending the outcome of the application under Section 104 of the Competition Act, but the Commissioner's application was denied by the Competition Tribunal on July 1, 2021, and the Commissioner's emergency appeal of that decision was rejected by the Federal Court of Appeal on July 2, 2021. After the Transaction closed on July 2, 2021, the Commissioner amended his application under Section 104 of the Competition Act to seek the unwinding of the Transaction, in the alternative an order for SECURE to hold separate the former business of Tervita, or in the further alternative an order for SECURE to not proceed with any further integration of Tervita's operations and to preserve all assets until such time as the application under Section 92 of the Competition Act is disposed of. On August 16, 2021, the Competition Tribunal rejected the Commissioner's application under Section 104 of the Competition Act and SECURE is currently not subject to any order in respect of the Transaction which restricts the ongoing integration of Tervita's operations or impacts SECURE's ability to carry on the combined company's business in the ordinary course.

In connection with, or as a result of, a challenge by the Commissioner of the Transaction under the Competition Act, including the Commissioner's pending application under Section 92 of the Competition Act and any applications related thereto, SECURE may be required to divest certain of its assets or be subject to another remedy (including a behavioral remedy) which in any case may adversely affect SECURE's ability to achieve the anticipated benefits of the Transaction and financial projections related thereto. SECURE and Tervita believe the resolution of such proceedings will not be material to the combined company's asset base or Adjusted EBITDA.

GRI 207: Tax 2019

Disclosure 207-1 Approach to tax

SECURE's tax strategy is not made public. The Chief Financial Officer is the executive position that formally reviews and approves the tax strategy. Tax regulatory compliance is based on the existing regulations and tax law that are made by the various operating jurisdictions.

Disclosure 207-2 Tax governance, control, and risk management

The Chief Financial Officer is the executive position that formally reviews and approves the tax strategy. SECURE's tax group reviews tax legislation and ensures that the tax legislation is applied in the company's tax filings. SECURE's tax governance and control framework is evaluated through internal controls process documentation.

SECURE does not have mechanisms specific to tax.

External and internal auditors evaluate SECURE's internal controls, including Tax processes. The external auditors also issue annual statements on the audit of the financial statements of SECURE.

Disclosure 207-3 Stakeholder engagement and management of concerns related to tax

N/A

Disclosure 207-4 Country-by-country reporting

All information can be found in SECURE's financial statements.

GRI 302: Energy 2016

Disclosure 302-1 Energy consumption within the organization

SECURE's total fuel consumption from non-renewable sources was 102,962,182 kWh

Note: This only includes electricity consumption

SECURE's total fuel consumption from renewable sources was 40,723,684 kWh

Note: This only includes renewable electricity consumption

SECURE's total electricity consumption was 143,685,866 kWh

SECURE's total energy consumption was 143,685,866 kWh

Note: This only includes electricity consumption

See the [Data Metrics](#) table on p. 54

See the [Data Metrics](#) Table on p. 54

Disclosure 302-2 Energy consumption outside of the organization

N/A

Disclosure 302-3 Energy intensity

SECURE used the following energy intensity ratios for each division:

Midstream Infrastructure: Emissions (CO₂e)/Volume of Fluid Received (m³)

Metals Recycling: Emissions (CO₂e)/Metals Recycled (tonnes)

Landfills: Emissions (CO₂e)/Volume Landfilled (tonnes)

The organization specific metrics SECURE used in the 2021 energy intensity ratios is as follows:

Midstream Infrastructure: 18,333,045 m³

Metals Recycling: 197,310 tonnes

Landfill: 3,624,174 tonnes

Note: Intensity is based on kg CO₂e/unit received or shipped for Midstream Infrastructure, Metal Recycling, Landfill

Natural gas, propane, diesel, gas and electricity were included in the intensity ratio.

Energy intensity only includes consumption within the organization.

Disclosure 302-4 Reduction of energy consumption

Absolute Emissions, p. 30

21,122 CO₂e (9%) reduction in energy consumption vs. 2020.

4% reduction in electricity consumption vs. 2020.

SECURE calculates reductions by comparing energy consumption data against the 2020 baseline data of the combined company (legacy SECURE and legacy Tervita).

See the [Data Metrics](#) Table on p. 54

Disclosure 302-5 Reductions in energy requirements of products and services

N/A

GRI 303: Water and Effluents 2018

Disclosure 303-1 Interactions with water as a shared resource

[Environment - Water](#), p. 37

Annual groundwater monitoring programs are in place for the majority of SECURE facilities. Prior to the commissioning of the facilities, detailed hydrogeological investigations are completed to assess suitable site locations to minimize potential impacts and collect baseline environmental data. Groundwater monitoring programs and Environmental Site Assessments are completed by third-party qualified professionals. Results are documented in annual reports and submitted to Regulators where required. The environmental monitoring programs are conducted based on industry best practices and applicable regulations and standards.

Disclosure 303-2 Management of water discharge related impacts

[Water Use](#), p. 40

SECURE ensures that all water returned to the environment meets water analytical and discharge criteria as per regulatory requirements.

Disclosure 303-3 Water withdrawal

The total water withdrawn by source is as follows:

Surface Water: 94 megalitres

Groundwater: 390 megalitres

Seawater: 0 megalitres

Produced water: 0 megalitres

Third-party water: 134 megalitres

[Water Use](#), p. 40.

The total water withdrawn from areas with water stress is as follows:

Surface Water: 0 megalitres

Groundwater: 76 megalitres

Seawater: 0 megalitres

Produced Water: 0 megalitres

Third-Party Water: 6 megalitres

Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institutes's (WRI) Water Risk Atlas tool.

Additional contextual information can be found in [Water](#), p. 40.

Disclosure 303-4 Water discharge

SECURE's total water discharged back to the environment was 718 megalitres.

Note: Information not available broken down by types of destination

SECURE is not subject to TRI Regulations and is therefore not required to report TRI releases. SECURE does report National Pollutant Release Inventory (NPRI). Discharge limits are set using regulatory limits and thresholds in the jurisdictions in which we operate. SECURE had 0 instances of non-compliance with discharge limits.

Additional contextual information can be found in [Water Use](#), p. 40.

Disclosure 303-5 Water consumption

SECURE's total water consumption was 618 megalitres

SECURE's total water consumption from areas with water stress was 82 megalitres.

Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institutes's (WRI) Water Risk Atlas tool.

Additional contextual information can be found in [Water Use](#), p. 40.

GRI 304: Biodiversity 2016

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

[Our Facility Locations](#)

Disclosure 304-2 Significant impacts of activities, products and services on biodiversity

[Environment](#)

Disclosure 304-3 Habitats protected or restored

[Land Use, Reclamation and Asset Retirement](#) p. 38

GRI 305 Emissions 2016

Disclosure 305-1 Direct (Scope 1) GHG emissions

SECURE's 2021 Scope 1 emissions was 116,157 tCO₂e

CO₂, CH₄, N₂O were used in the calculation.

0 tCO₂e of biogenic CO emissions.

2020 is used as SECURE's base year and combines legacy SECURE and Tervita data.

The following emission factors and global warming potential rates were used:

Source Emission Factors: 2018 B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions

Source GWP: IPCC's Second Assessment Report (SAR)

Operational Control consolidation approach was used for emissions.

B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions was used at SECURE.

Disclosure 305-2 Energy indirect (Scope 2) GHG emissions

SECURE's Scope 2 emissions was 106,569 tCO₂e

2020 is used as SECURE's base year and combines legacy SECURE and Tervita data.

The following emission factors were used:

Source Emission Factors: 2018 B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions

Operational Control consolidation approach was used for emissions.

B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions was used at SECURE.

Disclosure 305-3 Other indirect (Scope 3) GHG emissions

N/A

Disclosure 305-4 GHG emissions intensity

SECURE used the following GHG emissions intensity ratio:

Midstream Infrastructure: (CO₂e)/Volume of Fluid Received (m³)

Metal Recycling: (CO₂e)/Metals Recycled (tonnes)

Landfills: (CO₂e)/Volume Landfilled (tonnes)

The organization specific metric SECURE used in the 2021 energy intensity ratios is as follows:

Midstream Infrastructure: 18,333,045 m³

Metals Recycling: 197,310 tonnes

Landfill: 3,624,174 tonnes

Scope 1 and Scope 2 were included in the intensity ratio.

CO₂, CH₄, N₂O were used in the calculation.

Disclosure 305-5 Reduction of GHG emissions

CO₂, CH₄, N₂O were used in the calculation.

2020 is SECURE's base year, which combines SECURE and Tervita's data.

Climate Strategy, p. 28

See the [Data Metrics](#) Table on p. 54

Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

SECURE's significant air emissions are as follows:

NOx - 42,351

SOx - 233

Persistent organic pollutants (POP) - N/A

Volatile organic compounds (VOC) - 970,411

Hazardous air pollutants (HAP) - N/A

Particulate matter (PM10) - 149,698

Other standard categories of air emissions identified in relevant regulations - N/A

The source of the emission factors used were US EPA AP-42 section 1.4

AP 42, Fifth Edition, Volume 1 Chapter 1: External Combustion Sources

GRI 306: Waste 2020

Disclosure 306-1 Waste generation and significant waste-related impacts

[Waste](#) p. 39

Disclosure 306-2 Management of significant waste related impacts

N/A

Disclosure 306-3 Waste generated

[Waste](#) p.39 and [Data Metrics](#) Table p. 54

Disclosure 306-4 Waste diverted from disposal

Non-hazardous waste diverted from disposal is as follows:
253,983 m³ crude oil recovered from waste
197,310 tonnes of scrap metal recovered
[Mitigating the Impacts of Climate Change \(Climate Strategy\)](#), p. 31.

[Waste](#) p. 39

See the [Data Metrics](#) Table on p. 54

Disclosure 306-5 Waste directed to disposal

[Waste](#) p. 39

GRI 308: Supplier Environmental Assessment 2016

Disclosure 308-1 New suppliers that were screened using environmental criteria

[Supply Chain](#), p. 52

In the fourth quarter of 2021, SECURE implemented our new third-party vendor management vetting system to build addition screening for environmental, social and governance criteria.

GRI 401: Employment 2016

Disclosure 401-1 New employee hires and employee turnover

SECURE had 501 new hires (388 hourly hires, 113 salary hires).
Note: Data from July - December 2021, post-merger of SECURE and Tervita

The employee turnover rate at SECURE was 26%.

Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees

[People Programs](#), p. 21, defined by SECURE's operating areas

Disclosure 401-3 Parental leave (initiated in 2021)

SECURE's total number of employees that were entitled to parental leave:
Female: 458
Male: 1662

SECURE's total number of employees that took parental leave:
Female: 23
Male: 9

SECURE's total number of employees that returned to work in 2021:
Female: 32
Male: 4

SECURE's total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work:
Female: 15
Male: 3

SECURE's return to work and retention rates of employees that took parental leave:
Female: 47%
Male: 75%

GRI 402: Labor/Management Relations 2016

Disclosure 402-1 Minimum notice periods regarding operational changes

The minimum number of weeks notice typically provided to employees and their representatives prior to the implementation of significant operational changes depends on the scope of the project. In most instances, it is weeks, if not months.

GRI 403: Occupational Health and Safety 2018

Disclosure 403-1 Occupational health and safety management system

[A Cohesive Management System \(Safety Initiatives\)](#), p. 24

The HSEMS applies to all SECURE operations and activities. Employees are expected to apply the work practices and procedures within the HSEMS to their daily work activities.

Disclosure 403-2 Hazard identification, risk assessment, and incident investigation

The hazard and risk management process is defined in SECURE's HSEMS and ensures that hazard assessments are reviewed and updated periodically by employees who are adequately qualified, suitably trained and with sufficient experience. As identified in SECURE's HSEMS, a formal continuous improvement process is followed for making recommendations, reviewing them, approving, or rejecting them and implementing changes.

[Safety](#) p. 23

Employees have a responsibility to report any issues relating to inadequate or improper hazard management, up to and including stopping work to address potentially serious and life-threatening situations.

[Safety](#) p. 23

Within SECURE's HSEMS, policies and procedures are available related to Work Refusals. All employees have the authority and obligation to stop any task or job when they believe the situation could cause injury or ill health. Any form of retribution or intimidation directed at any individual or company for exercising their right to issue a work refusal will not be tolerated.

[Safety](#) p. 23

All work related incidents will be investigated and initiated immediately. Incident investigations will include an employee competent in the task related to the incident and all other affected departments (e.g., Engineering, Environment & Regulatory). Investigations require root cause analysis (RCA) methodology. The RCA methodology utilized by SECURE is SCAT. Corrective actions will be assigned to address the identified root causes and will follow the hierarchy of controls, with a focus on eliminating the hazard, if elimination is not reasonably practicable or not achievable, the hazard shall first be controlled through substitution or engineering, then administrative controls and finally personal protective equipment (PPE) as a last line of defense. Incidents, investigation findings and corrective actions will be shared across the organization and any necessary updates the HSEMS will be made.

Disclosure 403-3 Occupational health services

SECURE's dedicated Occupational Health and Wellness team that includes a Registered Nurse (RN) advise on the requirements for establishing and maintaining a safe and healthy work environment.

Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety

[Safety](#) p.23

No formal joint management-worker health and safety committees exist but each operating location has a monthly safety meeting which includes worker and management representation with documented minutes.

Disclosure 403-5 Worker training on occupational health and safety

[Safety Training \(Safety Initiatives\)](#), p. 24

SECURE uses a combination of internal and external training is provided to employees for health and safety. Within that training, there is formal and informal.

Disclosure 403-6 Promotion of worker health

[People Programs](#) p. 21

Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

Hazard assessment and control is part of the Health and Safety Management System. Employees are trained in hazard recognition and control and hazards are document. All incidents, including near misses are entered into an incident management system; incidents are investigated and root cause analysis is performed. Corrective actions are implemented and lessons learned are shared across the organization. Incident summaries are reported to the executive and C-suite as well as the Board of Directors. Engineers are trained in hazard and operability assessments and these are conducted as required. Engineering has also implemented a formal, documented management of change process that is tied to capital approvals.

Disclosure 403-8 Workers covered by an occupational health and safety management system

[A Cohesive Management System \(Safety Initiatives\)](#) p. 24

100% of SECURE employees, contractors and individuals who work on behalf of SECURE are covered by the HSEMS.

Contractor programs must meet or exceed SECURE's HSEMS.

[Safety Initiatives](#) p. 24

Disclosure 403-9 Work-related injuries

0.00 fatalities per 200,000 exposure hours
0.79 recordable injuries per 200,000 exposure hours
4,046,556 hours worked

Injury rates are calculated based on 200,000 hours worked.

[Safety Performance](#) p. 26

Disclosure 403-10 Work-related ill health

0 work-related ill health fatalities
0 work related ill health recordables

GRI 404: Training and Education 2016

Disclosure 404-1 Average hours of training per year per employee

People Programs p. 21

Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs

Safety Training p. 24

One of the key training initiatives within Midstream Infrastructure is the Training Retention and Competency Pathways Program intended for operators to gain increasing levels of competency.

Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews

100%

GRI 405: Diversity and Equal Opportunity

Disclosure 405-1 Diversity of governance bodies and employees

See the *Data Metrics Table* on p. 54

GRI 406: Non-discrimination 2016

Disclosure 406-1 Incidents of discrimination and corrective actions taken

See *Whistle-blower policy* and *Anti-Bullying Policy*

GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

N/A

GRI 408: Child Labor 2016

Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor

SECURE's operations are not at significant risk for child labour or exposing young workers to hazardous work given our operating area of Canada and the U.S. where federal, provincial and state regulations guide our operations. SECURE's suppliers are required to complete SECURE's Supplier Code of Conduct where they acknowledge Labour and Human Rights and abide by applicable employment standards, labour, non-discrimination and human rights legislation. More details on the *Supplier Code of Content*

GRI 409: Forced or Compulsory Labor 2016

Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

SECURE's operations are not at significant risk for incidents of forced or compulsory labour given our operating area of Canada and the U.S. where federal, provincial and state regulations guide our operations. SECURE's suppliers are required to complete SECURE's Supplier Code of Conduct where they acknowledge Labour and Human Rights and abide by applicable employment standards, labour, non-discrimination and human rights legislation. SECURE's *Code of Business Conduct*.

GRI 411: Rights of Indigenous Peoples 2016

Disclosure 411-1 Incidents of violations involving rights of indigenous peoples

See *Community Section of Sustainability Report, p.44*

GRI 413: Local Communities 2016

Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs

Community Section of Sustainability Report, p. 44

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

Community Section of Sustainability Report, p. 44

GRI 415: Public Policy 2016

Disclosure 415-1 Political contributions

N/A

GRI 416: Customer Health and Safety 2016

Disclosure 416-1 Assessment of the health and safety impacts of product and service categories

100% of health and safety impacts from SECURE services are assessed for improvement.

Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

There were no significant instances of non-compliance with laws and regulations during the reporting period