



# OPERATIONS POLICY

This policy outlines our commitment to operating safely, responsibly, systematically, and in alignment with our values. This policy applies to all Gibson Energy personnel.

## THE GIBSON WAY

Our values define who we are as an organization and guide our business goals and strategies. We have identified four key values and branded them as **The Gibson Way**:



**The Gibson Way** guides how we approach our work, our colleagues, our investors, our customers, and our communities.

## SAFETY

Safety is core to how we work and achieving an incident-free workplace is a shared responsibility. We champion the physical, psychological, and social well-being of our employees and we strive to be a leading safety performer in our industry. Any person or company working at Gibson must comply with all health and safety legislation and Gibson's Operations Management System requirements. All workers are required to report unsafe conditions or behaviours and refuse unsafe work.

## SUSTAINABILITY

We recognize our role and responsibility in shaping a better tomorrow. We are committed to operating sustainably and to integrating environmental, social, and governance (ESG) priorities deeper across our organization, including in all business decisions. Gibson's priorities are identified by our stakeholders, who include investors, employees, communities, Indigenous rightsholders, governments, customers, and suppliers. In the spirit of reconciliation, we continue to embed principles of Truth and Reconciliation into our culture, decision-making, and operating and business practices.

## OPERATIONS MANAGEMENT SYSTEM

We have implemented an Operations Management System (OMS) made up of integrated programs, processes, and procedures to ensure safe, reliable, and efficient operations. The Gibson Way tells us how, our focus on Safety and Sustainability tells us why, and our OMS details what we need to do to be successful.

## DOCUMENT REVIEW AND APPROVAL

This policy is reviewed annually and was last updated and approved on August 27, 2024.

**Curtis Philippon**  
President & CEO

