

# BAYTEX

ENERGY LTD.

# HEALTH, SAFETY AND ENVIRONMENT POLICY

Baytex Energy Ltd. is committed to the health and safety of our employees, contractors and the public, while protecting the environment. HSE issues are managed as an integral component of our oilfield exploration and production business.

**WE DEMONSTRATE OUR COMMITMENT THROUGH:**

## COMMUNICATION

Baytex will openly communicate our HSE commitment to employees, contractors, vendors, shareholders and government. Baytex employees and contractors are personally responsible to work in a safe manner while protecting the environment at all times. Baytex management will listen actively, enabling us to provide tools, equipment and training that creates continuous improvement.

## ACTION

Baytex will meet or exceed all applicable government regulations and follow accepted industry practices. We will ensure compliance with internal and external HSE standards by making compliance a component of our training and performance reviews for all employees. We will establish and document specific responsibilities for management, supervisors and workers.

## RESPONSIBILITY

Baytex will develop and implement HSE management systems and procedures specifically designed to prevent activities or conditions that pose a threat to human health, safety or the environment. We integrate health, safety, & environment into our economic decision making. We maintain effective Emergency Response Plans.

## EXCELLENCE

Baytex will work to continuously reduce risk of loss to people, equipment, processes and the environment. We will recognize our achievements and reward excellence and we will report our progress to our stakeholders.

**We CARE!**



Edward D. LaFehr  
President & CEO



Rick Ramsay  
Chief Operating Officer

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