



SUPERIOR PLUS CORP.
HEALTH, SAFETY & ENVIRONMENT POLICY

First Approved by the Board: August 9, 2017	Policy Review Cycle: Annually
Current Version Approved by the Board: November 6, 2024	Responsible Executive: President, Superior Propane
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Policy Purpose

The Superior Group is committed to protecting the health and safety of its Representatives, customers, contractors and community, minimizing the impact of the operations of the Superior Group on the environment and seeking continuous improvement of its health, safety and environmental performance in all of the Superior Group’s operations.

The Superior Group recognizes that providing healthy and safe working conditions and minimizing the impact of its operations on the environment is essential to the business success of the Superior Group.

Scope

Each Representative is required to incorporate and abide by the principles set forth in this Policy and their spirit in carrying out such Representative's responsibilities, as well as all additional health, safety and environmental policies and procedures related to such Representative's respective business.

Definitions

In this Policy the following capitalized terms have the meanings set out below:

“Board” means the board of directors of Superior.

“HSE Committee” means the Health, Safety and Environment Committee of the Board.

“Policy” means this health, safety & environment policy, as may be amended from time to time.

“Representative” means a director, officer, employee or independent contractor of the Superior Group. For certainty, independent contractor includes an individual acting as a consultant or performing other services for the Superior Group who is not a director, officer or employee.

“Superior” means Superior Plus Corp.

“Superior Group” means, collectively, Superior, Superior Plus LP, Superior General Partner Inc., and each of their divisions, affiliates and subsidiaries.

Policy Principles

The following principles are fundamental to achieving the Superior Group’s goals with respect to health, safety and the environment:

- (a) to comply with and exceed where appropriate, all applicable health, safety and environmental laws and regulations and to conform to the Superior Group’s internal standards;
- (b) to promote a culture across the Superior Group which has safety as a core value, aligns with the belief that all incidents are preventable and supports the Superior Group’s vision to be an injury and accident free workplace;
- (c) to identify risks to health, safety and the environment, establish appropriate programs and procedures to reduce these risks and support continuous improvement thereof;
- (d) to promote active participation by Representatives in the Superior Group's health, safety and environment programs, recognizing that all Representatives are responsible and accountable for complying with this Policy;
- (d) to reinforce that all Representatives in a leadership position have the responsibility to set an example and create a work climate that will motivate other Representatives to think about work safety and to work safely;
- (e) to effectively communicate information and instructions to Representatives, and to promote and maintain communications with external stakeholders affected by the Superior Group’s operations, as appropriate;
- (f) to provide appropriate training and education to Representatives;
- (g) to establish annual goals, objectives and measure company and individual performance for each of the Superior Group’s businesses
- (h) to implement systematic review programs for each of the Superior Group’s businesses, to foster continuous improvement in health, safety and environmental matters;
- (i) to provide meaningful reports on health, safety and environmental matters to the HSE Committee on a quarterly basis;
- (j) to take reasonable measures to prevent pollution and minimize the environmental impact of the Superior Group’s operations, including the release of greenhouse gas emissions;
- (k) to maintain an emergency management program that is compliant with regulatory requirements and designed to:
 - support the Superior Group’s commitment to the safety of the public and its

Representatives, as well as to minimize damage to the environment and the property of the Superior Group; and

- utilize a systematic approach that supports planning, preparedness, responsiveness and mitigation.

The Superior Group is committed to providing the necessary resources to fully achieve the foregoing principles.

Additional Policies and Procedures

Each of the businesses of the Superior Group will be required to develop and implement site specific health, safety, emergency preparedness and environmental policies, procedures and action plans for their operations consistent with the principles in this Policy. As a responsible parent company, Superior will monitor and consult with each of the businesses regarding the development and implementation of such policies, procedures and plans.

Communication and Enforcement

All Representatives will be advised of this Policy and its enforcement, as well as the importance of individual responsibility to achieve the goals set out in this Policy. As part of the acknowledgement process pursuant to Superior's *Code of Business Conduct and Ethics*, each Representative will be asked to acknowledge that they understand, and are required to comply with, this Policy.

A Representative who violates this Policy may face disciplinary action up to and including termination of employment for cause in the case of an employee, and, in the case of an independent contractor, termination of such Representative's contract with the Superior Group. Such disciplinary action is in addition to any other legal remedies that the Superior Group may pursue against a Representative. In addition, a violation of this Policy may also violate applicable laws and result in personal consequences, including fines, incarceration and other penalties. If Superior discovers that a Representative has violated such laws, it may refer the matter to the appropriate authorities.

Policy Revisions

The HSE Committee will review and recommend to the Board revisions to this Policy from time to time to reflect changes in legal or regulatory obligations or leading practices. Any changes to this Policy must be approved by the Board. Any revised version of this Policy will be posted, and each Representative is encouraged to refer back to it on a regular basis.

Signed: "Allan MacDonald"

Allan A. MacDonald
President and Chief Executive Officer