



HEALTH AND SAFETY POLICY STATEMENT

Safety at Obsidian Energy

Safety is an integral part of Obsidian Energy's business. Working safely plays a vital role in our operations and in our efforts to protect people and the environment. Obsidian Energy will not place production ahead of safety.

Many costs result from accidents and unsafe work practices, the greatest being the human cost. The Obsidian Energy safety management system contributes to the development of safe work practices and procedures. Through our safety management system, we protect not only our employees and contractors, but also our friends, families, fellow workers, the public and the environment from the far-reaching effects of serious accidents. In the process, we protect our ability to continue to conduct business and employ people.

Who is Responsible?

Everyone who works for Obsidian Energy are safety leaders who share the responsibility for workplace health and safety and are responsible for ensuring the physical, psychological and social well-being of workers. Each of our managers and supervisors has the added responsibility to lead by example, to communicate our safe work policies and practices, to prevent harassment or violence in the workplace and to ensure that all work is conducted while meeting or exceeding legislated safety standards and requirements. Their role is supported by Obsidian Energy, who will monitor performance through both internal and external audits.

All Obsidian Energy employees and others on Company work sites are responsible for obeying all safety rules, following safe work procedures, wearing personal protective equipment when required, refraining from participating in violence or harassment, participating in safety training and informing supervisors of unsafe work conditions. We all have rights and responsibilities related to safety – to take care of ourselves and each other by identifying and stopping unsafe work, to participate in safety activities and to identify and manage hazards.

Our behaviour on the job will reflect our responsibility to maintaining a safe working environment. Individuals are accountable for their behaviour, conduct, actions and performance. Employees and contractors who knowingly violate safety rules will face disciplinary action, dismissal or legal action.

By working safely and fulfilling responsibilities, everyone who works for Obsidian Energy will share the benefits from a healthy and safe workplace.

"Signed by Michael J. Faust"
President and Chief Executive Officer

May 15, 2019
Date