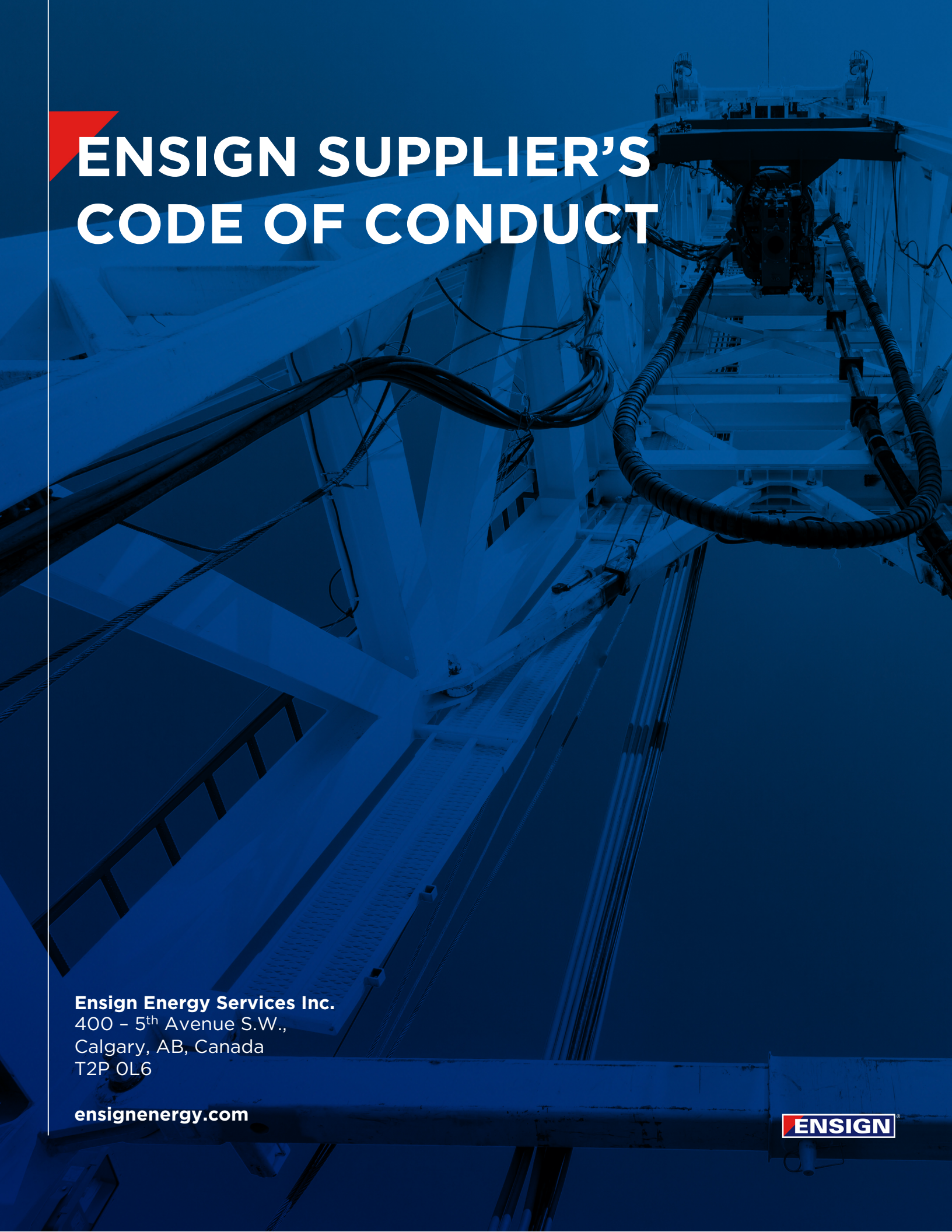
ENSIGN SUPPLIER'S CODE OF CONDUCT



Ensign Energy Services Inc.
400 – 5th Avenue S.W.,
Calgary, AB, Canada
T2P 0L6

ensignenergy.com

ENSIGN®

Ensign Energy Services Inc.

Supplier Code of Conduct

This Supplier Code of Conduct ("Code") sets out the minimum standards of behavior that ENSIGN ENERGY SERVICES INC. and its subsidiaries and affiliates ("Ensign") expects its suppliers to meet in the areas of labour and human rights, health and safety, environment, business integrity, cyber security and privacy, and supplier diversity.

This Code is aligned with the United Nations (UN) Global Compact ten universally accepted principles, and other internationally recognized standards. This Code also reflects our commitment to support the UN's Sustainable Development Goals which address the world's most significant development challenges.

Suppliers must read, understand and ensure that their business and supply chain meet these standards.

Suppliers must communicate this Code to related entities, their own suppliers and subcontractors who support them in supplying to Ensign, so that they are aware of, understand and comply with this Code.

Suppliers' ability to meet or exceed standards detailed in this Code will be a key consideration when Ensign makes procurement decisions as we expect all suppliers to adhere to this Code. This will happen regardless of whether or not the Code has been formally incorporated into a particular contract with the supplier. This Code does not preclude Ensign from including additional social, environmental, ethical, privacy or cyber security requirements into procurement contracts to address specific risks of an agreement.

In this Code, supplier means any individual or entity (including consultants and channel partners) that supplies goods or services Ensign or its related companies anywhere in the world. In this Code, workers refer to employees, contractors, agencies, migrants, students and temporary staff of the supplier and of its related entities.

I. Comply with Laws

Suppliers must comply with the law in the countries where they operate.

II. Labour and Human Rights

At Ensign, we respect and support human rights. This includes the ten principles of the UN Global Compact, which are in line with the UN Guiding Principles on Business and Human Rights. We expect suppliers to respect and support the protection of human rights of workers, as well as individuals and communities affected by their activities.

When suppliers become aware of a labour incident within their company or supply chain which is in breach of this Code, they must disclose it using the Supplier Self-Disclosure Form.

Non-Discrimination
Suppliers must not engage in or support discrimination in hiring and employment practices, including on grounds of gender, age, religion, ethnicity, race, cultural background, disability, physical features, marital relationship status, sexual orientation, gender identity and expression, pregnancy or potential pregnancy, family responsibilities, political beliefs, industrial activity, union membership, irrelevant criminal record, nor personal association with a person who possesses or is thought to possess any of these attributes. Suppliers must work towards identifying and removing gender pay gaps that may exist in their workplace.

Suppliers shall not require pregnancy or medical tests, except where required by applicable laws or regulations or prudent for work place safety, and shall not improperly discriminate based on test results.

Bullying, Harassment and Disciplinary Practices
Suppliers must not use violence, threats of violence or other forms of coercion (physical or otherwise) or harassment. Corporal punishment, mental, physical or verbal abuse, sexual harassment or sexual abuse, and harsh or inhumane treatment are prohibited. Suppliers must clearly define and communicate to workers disciplinary policies and procedures in support of these requirements.

Third Party Employment Agencies
Supplier shall ensure that the third party recruitment agencies it uses are compliant with the provisions of this Code and the law of the sending and receiving countries, whichever is more stringent in its protections of workers.

Working Hours
Suppliers must not require workers to exceed the maximum work hours and work days set by local law.

Wages and Benefits
Supplier shall pay at least the minimum wage and provide benefits required by law and/or contract.

Suppliers must comply with applicable laws relating to wages and benefits (including minimum wage, overtime pay, and piece rates). All use of temporary, dispatch and outsourced labour will be within the limits of the local law.

Forced and Compulsory Labour
Suppliers must not use any form of forced, bonded, indentured, compulsory or prison labour, slavery, or human trafficking in any part of their business operations. Involuntary labour includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to persons having control over other persons.

Suppliers must not require workers to surrender any government-issued identification, passport or work permit or other personal document as a condition of employment.

Workers shall not be required to pay employers' or agents' recruitment or any other fee for their employment or similar fees. If such fees are found to have been paid by workers, such fees will be repaid to the worker.

Child and Underage Labour
Child labour is strictly prohibited. Suppliers must implement appropriate mechanisms to verify the age of workers. The minimum age for employment or work is the higher of 15 years of age, the minimum age for employment in the relevant country, or the age for completing compulsory education in the relevant country. This Code does not prohibit participation in workplace apprenticeship programs or light work as defined by the ILO article 6 Minimal Age Convention No. 138. Children under the age of 18 must not be employed for any hazardous work or work that is inconsistent with their individual development, including night shifts and overtime. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labour is identified, you must immediately stop using child labour and ensure there is a remediation plan in place which puts the best interests of the child first and allows the child to access appropriate education until no longer a child.

III. Health and Safety

Our suppliers play a significant role in our business and our commitment to keep each other, our customers, and communities safe, secure, and well.

Suppliers must identify and comply with relevant workplace and product health and safety laws and ensure their workers understand and follow health and safety policies, standards, and procedures that apply to their work.

Suppliers must provide a safe and healthy workplace for their workers and anyone that could be impacted by their activities. As a minimum, suppliers must:

- Take reasonable steps to identify workplace hazards and minimize the risk of workplace injury, illness and disease for workers;
- Provide appropriate equipment, resources, instruction, education, and training for workers to safely carry out their duties, including personal protective equipment;
- Engage with workers, customers, members of the community, and Ensign to manage health and safety risks;
- Implement effective systems to ensure the delivery of products and services meet relevant standards and legislative requirements, and safety considerations are taken into account throughout the product life cycle;
- Ensure facilities and amenities for workers (including any accommodation provided) are clean, safe, and meet their basic needs. Basic needs include providing ready access to clean toilet facilities, potable water, and where accommodation is provided, hot water for bathing, adequate heating and ventilation, reasonable personal space and reasonable permission to enter and exit facilities;
- Monitor the health of workers and the conditions at the workplace for the purpose of preventing illness of or injury to workers arising from the suppliers' business activities; and
- Support workers to raise health and safety issues or concerns without fear of disciplinary action, dismissal, or discrimination.

Suppliers must prepare for, respond to, manage, and report workplace incidents, injuries, and emergencies, providing medical assistance to impacted parties as required.

Suppliers must have systems, training, and emergency equipment in place to effectively respond to and manage incidents and emergencies. Emergency drills must be conducted at least annually or as required by local law, whichever is more stringent.

IV. Diversity

Ensign values diversity and inclusion. Diversity means differences in all forms, both visible and invisible. This includes differences that relate to gender, age, cultural background, disability, religion, and sexual orientation, as well as differences in background and life experience, and interpersonal and problem-solving skills.

V. Environmental Considerations

Suppliers must minimize the adverse environmental impacts of their operations, products, and services. We expect suppliers to implement an environmental management system in line with recognized standards such as ISO 14001 or the EU Eco-Management and Audit Scheme (EMAS).

Environmental Laws & Permits and Reporting
Suppliers must comply with applicable environmental laws, standards, and notices from regulators. Suppliers must obtain, maintain, keep current and comply with necessary environmental permits, approvals, and registrations.

Product Content
Suppliers must deliver electrical or electronic equipment in line with relevant regulations in the regions of operation and of intended equipment use (e.g., Restriction of Hazardous Substances Directive (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) in the European Union (EU)).

Pollution Prevention and Resource Efficiency
Ensign is committed to optimizing the resources we use, reducing consumption and waste across our business, and investing in circular solutions that are designed to be sustainable across their life cycle.

Suppliers must work to reduce the environmental footprint of their operations, and the products and services the supplier provides to Ensign. Suppliers must adopt circular economy principles and minimize environmental impacts at all stages of the product life cycle – design, manufacturing, distribution, use, and end of life where possible.

Suppliers must identify, monitor, minimize and treat hazardous pollutants released to air, water, and soil. This includes management of wastewater, discharges and spills, and release of air emissions such as volatile organic compounds, chemicals with ozone depleting potential, particulates, and combustion by-products. Suppliers must seek to responsibly source and pursue opportunities to conserve water and energy usage where possible.

VI. Business Integrity

At Ensign, we act with honesty and integrity and don't make or receive improper payments, benefits, or gains. Suppliers must act ethically and be honest, transparent, and trustworthy in all their dealings with others. In addition to this Supplier Code of Conduct, Supplier shall also comply with Ensign's Code of Conduct, which Supplier has been provided.

Conflicts of Interest
Suppliers must avoid actual, potential, or perceived conflicts of interest with Ensign or any of its employees. If conflicts of interest occur, they must be disclosed using the Supplier Self-Disclosure Form to ensure appropriate steps are taken to manage the conflict.

Bribery and Corruption
Suppliers must comply with applicable anti-bribery and anti-corruption laws and must have adequate policies and procedures in place to monitor compliance with such laws.

Ensign strictly prohibits bribes, pay-offs, "facilitation payments" (payments to speed up routine actions), secret, unjustified or inflated commissions, kickbacks and any like payments or improper benefits, whether directly or indirectly, no matter how large or small in value. This includes payments to or from any person (including public officials, foreign officials, foreign political parties, or candidates for foreign political office) for the purpose of assisting a party to obtain or retain business for or with, or to direct business to, any person. This applies even if it is legal or common practice in a country.

Gifts and hospitality must always comply with this Code as well as our Anti-Bribery and Corruption policy.

Intellectual Property and Fair Competition
Suppliers must respect the intellectual property rights of Ensign and other third parties. Any transfer of technology and knowhow must be handled in a manner that protects intellectual property rights.

Suppliers must conduct their business in full compliance with anti-trust and fair competition laws, and disclose information regarding business activities, structure, financial situation and performance in accordance with applicable laws. Falsification of records or misrepresentation of conditions or practices is unacceptable.

Trade Controls
Suppliers must comply with all applicable laws and regulations relating to sanctions, export, re-export, deemed exports, import and trade controls including but not limited to the laws enacted by Australia, the UN, the US, the EU and the UK.

Responsible Sourcing of Minerals
Suppliers must exercise due diligence to reasonably assure that the minerals they use in their supply chain (e.g., tantalum, tin, tungsten and gold) do not originate from regions associated with armed conflict and do not directly or indirectly finance or benefit groups that are perpetrators of serious human rights abuse. Suppliers must also exercise due diligence to reasonably assure that the minerals they use in their supply chain are not supplied by businesses or organizations engaged in modern slavery.

VII. Effective Management and Grievance Mechanisms

Suppliers shall develop, communicate, implement, and maintain policies consistent with this Code and maintain appropriate management systems and documentation to demonstrate compliance with the Code. Management accountability and responsibility for ensuring implementation of such management systems must be clearly defined.

Document and Records
Suppliers shall maintain appropriate documents and records to ensure regulatory compliance.

Training and Communication
Supplier shall develop and maintain management and worker training programs to facilitate proper implementation of its policies and procedures.

Supplier shall have a process for communicating clear and accurate information about its performance, practices, policies, and expectations to its workers, next tier suppliers, and customers.

Risk Assessment
Supplier shall develop and maintain a process to identify labor and human rights, health and safety, environmental, business ethics, and legal compliance risks associated with its operations. Supplier shall determine the relative significance of each risk, and implement appropriate procedures and controls to minimize the risk.

Self-Audit and Assessment
Supplier shall perform periodic evaluation of its facilities and operations, and operations of its subcontractors and next tier suppliers that provide goods to West-Fraser to ensure compliance with this Code.

Ensign Audit
Ensign may at any time review or audit a supplier's compliance with this Code. In such an event, the supplier must co-operate by providing information, documents, and access to staff as Ensign reasonably requires. In addition, where Ensign has reasonable grounds to suspect a breach of this Code by a supplier, Ensign may require the supplier to provide additional information and, in serious cases, submit to an immediate audit at the supplier's cost.

If a supplier becomes aware of a reasonable risk of a breach to this Code, the supplier must notify Ensign as soon as practicable. Suppliers must use the Supplier Self-Disclosure Form to disclose conflicts of interest relating to Ensign's employees and labour practice incidents. Any identified deficiencies must be corrected on a timely basis as directed by Ensign.

We take this Code seriously and any material non-compliance may result in the termination or suspension of the supplier's business relationship with Ensign.

Continuous Improvement
Suppliers are encouraged to go beyond compliance to applicable laws and take responsibility to continually improve social and environmental conditions and ethical behavior.

Supplier shall have a process for timely correction of any deficiencies or violations identified by an internal or external audit, assessment inspection, investigation or review.

Whistle Blowing
Suppliers must provide workers, their suppliers, and members of the community in which they operate in or provide services to with a confidential means to report violations of this Code. Suppliers must have procedures in place to allow workers to bring workplace concerns to the attention of management for resolution and

communicate these procedures to workers. The procedures, and associated communication, must be accessible, culturally appropriate, in a language workers understand, and confidential. Workers must be able to openly communicate and share concerns about working conditions and management practices without fear of retaliation.

Acting ethically and with integrity is core to what we stand for, so we encourage you to report any concerns you have about illegal, unethical or improper conduct, or suspected violations of this Code.

Complaints can be made to Ensign regarding any of the above matters as follows:

- If you are a contractor or consultant of Ensign;
    - A member of Ensign's senior management (being a vice president or more senior role);
    - A member of Ensign's Legal Department; or
    - Through Ensign's "Business Ethics Hotline" which is anonymous and available 24 hours a day, 7 days a week, as follows:
        - Email: ensign@integritycounts.ca
        - Phone: 1.866.921.6714
        - Online: www.integritycounts.ca

All reports of violations of this Code are reviewed by the Legal Department and are investigated or delegated for investigation, as appropriate.

You may also report a violation directly to the Chairman of the Audit Committee by mail, marked "Personal and Confidential" as follows:

Chairman of the Audit Committee, Ensign Energy Services Inc.
400 – 5th Avenue S.W., Suite 1000, Calgary, AB, Canada T2P 0L6