

An aerial photograph of a lush forested valley. A wide, dark river flows through the center of the valley. The surrounding hills are covered in dense trees, with some showing yellow and orange autumn foliage. A semi-transparent dark blue rectangular box is overlaid on the upper right portion of the image, containing the report's title and date.

BUILDING RESILIENCE

2023 ESG Report

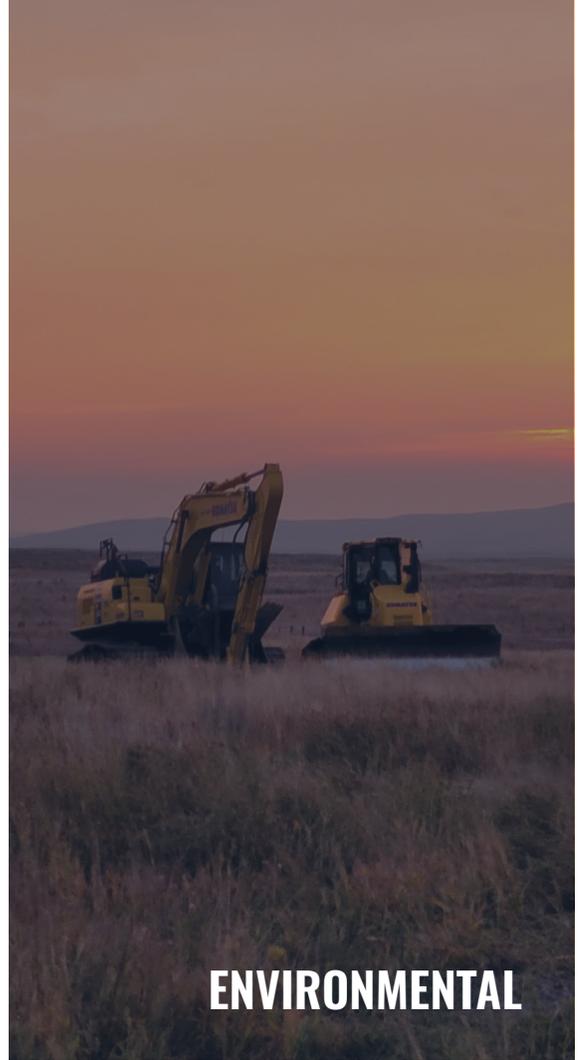
March 2023





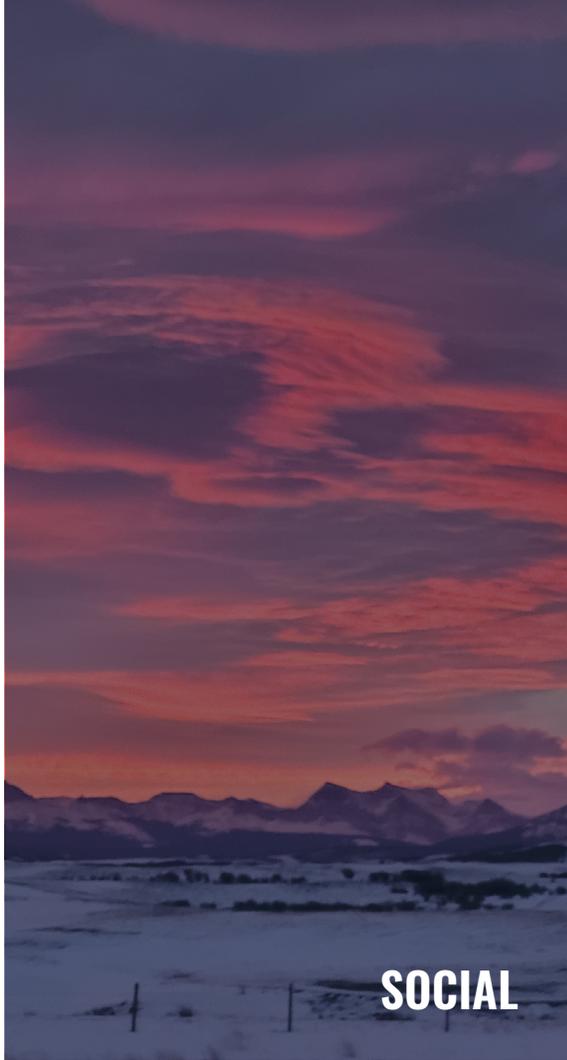
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ABOUT THE ARTISTS

This year 360 is showcasing the beautiful photos taken by our employees at job sites across Alberta and British Columbia in our 2023 ESG Report. The photo on the cover is courtesy of Peter Fowler, the photo on the back cover was taken by Connor Johnson, and the photos on our Table of Contents were taken by Vince Krebs, Jason Waldner, and Tim Reiche.

OPENING REMARKS

Growth = Resilience

2022 was a year like no other. It was marked by monumental change, thoughtful building, continued growth, and numerous highlights.

As we take the ESG lens to our business and explore our efforts in this report, it is worthwhile noting that the year was full of exciting business-related change. In 2022, 360 acquired 3 businesses, added 70+ new team members, launched a new product line, opened a new regional office in BC, transitioned our enterprise resource/planning software, and managed exponential levels of client projects in the Site Rehabilitation Program (SRP) and BC Dormant Site Reclamation Program (DSRP).

Now, as we highlight our efforts in ESG, we can confidently say that 360's 100 Year Business model has been strengthened by the bold changes we pursued in 2022.

Growth = More diverse perspective

360 is a people business. As our team grows, so to does our perspective. It's a simple concept, but one that is vital to elements such as our focus on well-being, and our leadership growth. As a more diverse business, we can apply our learnings and continually improve how we show up.

Growth = Greater community impact

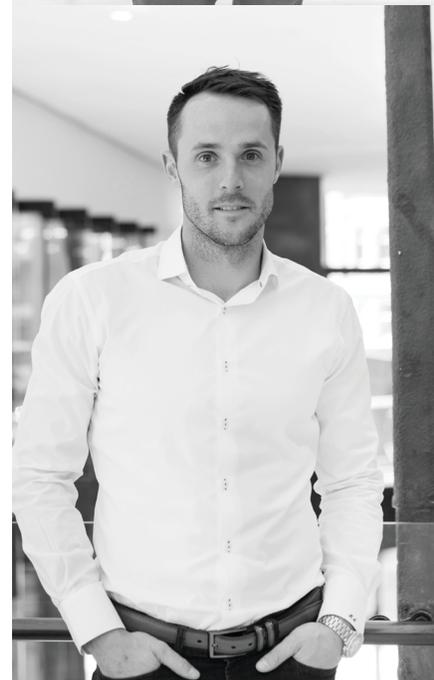
As our business expands, so to does our ability to meet our purpose of Making a Difference. We now can invest in stronger community and Indigenous partnerships and charitable giving. These engagements will be the backbone of our business for years to come.

Growth = Firmer commitment to improve

As a reflective business, we look back on the year that was and assess to help us shape the way we will be. Our commitment to our team, our stakeholders and the world at large is that we continue the cycle of constant improvement and never seek to maintain status quo. This will forever be a hallmark of the 360 way.

Thank you to everyone who has supported our business and thank you to our team who make our efforts worthwhile.

Ryan, Mark and Bryce



CORPORATE PROFILE

Closure Made Simple. For sites at the end of their productive lifespan across multiple industries, 360 is there to help understand costs, manage obligations, and define risks. From stratification of assets through to site retirement, 360 provides industries with full cycle closure solutions.

> LIABILITY ASSESSMENT & STRATEGY

360's proprietary asset retirement obligations (ARO) methodology supports evaluations for A&D, financial statement disclosures, and closure planning. The standardized methodology focuses on data analytics to determine the quantum of services required to achieve closure on sites based on industry data and 360's proprietary database. Over 150,000 sites have been reviewed across the Western Hemisphere using this methodology.

- >\$20 Billion of ARO assessed (\$7.5 Billion in 2022)

> SITE ABANDONMENT & DECOMMISSIONING

360 executes site abandonment and infrastructure decommissioning projects which are strategically tailored to our clients' goals. Our team of in-house experts use a risk-based methodology to take each project from initial review and programming to surface decommissioning. 360 specializes in program design, operations management and field execution for abandonment and decommissioning projects.

- >5,000 sites abandoned or decommissioned (>600 in 2022)

> SKYE ASSET RETIREMENT

Skye Asset Retirement is a closure company which acquires non-producing assets from companies at a fixed market value, transferring the liability and risk immediately. Skye engages with 360 to restore sites to their original land use as efficiently as possible.

- Skye's lobby effort contributed towards the recognition of closure transfers in Saskatchewan

> ENVIRONMENTAL REMEDIATION & RECLAMATION

360's environmental business unit offers a full suite of services including strategic liability management, area-based closure planning, site assessments, risk management and assessments, remediation, reclamation, vegetation management, soil and groundwater monitoring, and regulatory and stakeholder engagement. The team is made up of over 85 multi-disciplinary professionals across 5 offices in western Canada.

- >20,000 site closure activities conducted across Western Canada (>4,500 in 2022)

> EMISSIONS MONITORING & INTEGRITY SOLUTIONS

360's team of emissions monitoring and integrity specialists use the latest technology to monitor gas migration, fugitive emissions and any other integrity issues that may cause emissions to escape into the atmosphere. The team supports clients with regulatory obligations and achieving their specific ESG commitments.



WHO WE ARE

360 is a place where people are empowered to reach their full potential in an environment where internal champions lead the way, and leadership supports progressive change and evolution. We are customer-driven problem-solving experts and strategists. We are 360.

> OUR PURPOSE

Because Closure Makes a Difference.

A simple yet powerful statement. This statement articulates our purpose and shows the work we do makes a difference for the planet, for our people, and for our stakeholders.

> OUR MISSION

Closure Made Simple.

Our mission is to deliver simple solutions to complex environmental site closure problems. We take the time to collaborate with our partners in order to understand their needs, unearth value, and deliver new insights – for every project, every time.



> OUR 4 CULTURAL PILLARS

1. 360's Standards of Excellence

No Dickheads Allowed (N.D.A), Candor Builds Trust, Watch the Pennies, Borrow the Best

2. Health, Safety, and Wellness

A consistent focus on the physical and mental safety of our people

3. Client Obsession

Everything we do internally is driven by a need to continually improve the lives of our clients

4. Empowering Our People

Great people drive great businesses

STANDARDS OF EXCELLENCE

360's Standards of Excellence are our guiding principles, moral compass, and underlying values. They form the unique ethical code our business lives by; and in them, each individual can find different values that motivate them.

1 NO DICKHEADS ALLOWED (N.D.A)¹

We must treat everyone the way we want to be treated. 360 is a place where only the highest levels of integrity exist and anything less than that will not be tolerated. We are a team first, and every team member should be shown respect and made to feel like they belong.

2 CANDOR BUILDS TRUST

We must give and receive candid, actionable, and timely feedback in an effort to constantly improve. Feedback must be delivered and accepted with positive intentions by all members of the team.

3 WATCH THE PENNIES

If we watch the pennies, the dollars take care of themselves. Every detail matters and every opportunity for improvement should be examined. We can challenge conventional thinking and can test theories inside of a drive for constant evolution.

4 BORROW THE BEST

We learn from every experience. Always seek improvement and emulate those who inspire us. Take the best qualities of people we admire and make them work for us.

¹The 'No Dickheads' philosophy was borrowed from the New Zealand All Blacks rugby team.

> THE MULLET

If ever there were a single, defining symbol of our organization, it would be the mullet. A mullet is a signature hairstyle; cut short at the front and sides, and left long at the back. So, why mullets? We've all heard the saying, business in the front, party in the back. The mullet is all about balance.

360 has made the mullet an integral part of our culture because it represents how we work, how we run our business, and how we treat our people. This balance shapes our approach to everything we do. The mullet also signifies that you don't have to fit in a box. We encourage our people to bring their individuality, creativity, and unique perspectives to work with them.

The mullet symbolizes the importance of minding the balance, celebrating our differences, and keeping sight of what really matters.



ABOUT THIS REPORT

Our 2023 ESG Report focuses on the foundation we are building to support continual growth and to ensure our commitment to sustainable environmental, social, and governance practices.

ESG is about sustainability. 360 is a resilient company focusing on our core business and culture. Business sustainability and organizational culture go hand in hand; our employees hold shared beliefs about the need to balance environmental, social, and economic accountability through appropriate governance.

ENVIRONMENT

Committed to adopting operating practices that minimize our environmental impact while focusing on sustainable operations for our customers.

- Collaborate with industry partners to explore new technologies to reduce emissions and the environmental footprint of operations
- Expand capacity and services offerings to continue providing asset retirement and closure services to our clients
- Implement data collection to reliably collect internal Scope 1 emissions according to Sustainability Accounting and Standards Board (SASB) standards

SOCIAL

Ensure that our operations are providing positive social benefits to our stakeholders.

- Build strong and lasting relationships with our Indigenous partners and the community in which we work
- Commit to a diverse, equitable and inclusive corporate culture that ensures the well-being and mental health of employees
- Maintain a strong safety culture with industry leading HSE Management System and Risk Management System to ensure a safe work force and compliance in all operations

GOVERNANCE

Deliver strong governance to continue corporate leadership and business resiliency.

- Collaborate with industry leaders to ensure governance protocols are sufficient to provide oversight and guidance on ESG goals and company performance
- Continuously work to improve governance structure and processes to align with the interests of our stakeholders
- Uphold 360's Standards of Excellence and Code of Business Conduct and Ethics to ensure sound business ethics and transparency

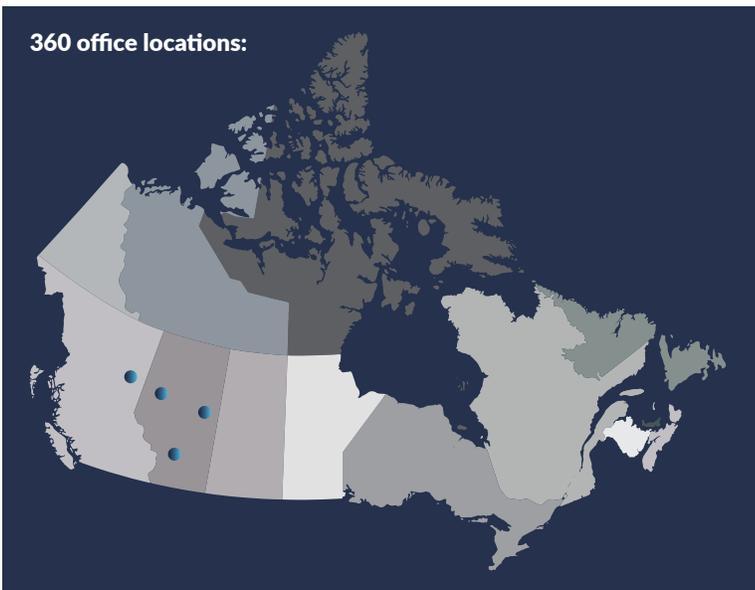
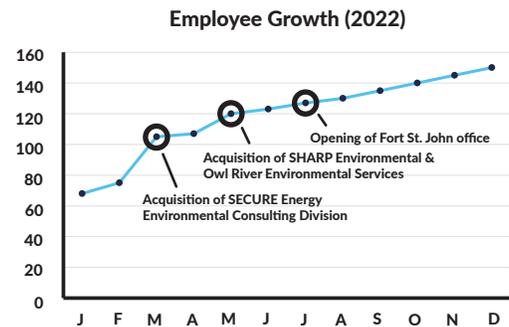
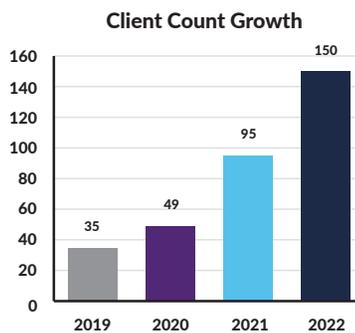
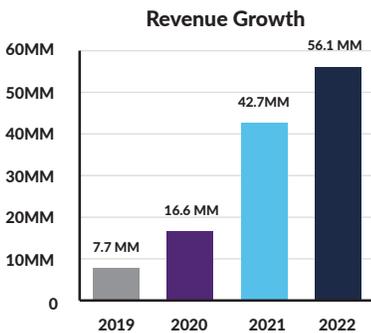


GROWTH & ECONOMIC IMPACT

2022 led to diversification into several new markets including projects associated with landfills, construction, midstream, government and municipal, and renewable energy through organic expansion and acquisition. Expanding into adjacent market sectors is a core focus for continued growth into 2023.

2022 marked the largest growth year for 360 to date. On March 1st, 2022, 360 completed the acquisition of the environmental consulting division of SECURE Energy Services, adding 32 experienced environmental professionals to the 360 team. Shortly after, on May 17th, 2022, the acquisitions of SHARP Environmental (2000) Ltd. and Owl River Environmental Services Ltd. were finalized. These acquisitions added a combined 21 additional professionals as well as environmental equipment, including a unique fleet of mini equipment specially designed for remote access reclamation projects. The three acquisitions were strategically targeted to support 360's mission to Make Closure Simple. The combination of expertise, experience and innovative equipment has increased the breadth and depth of our best-in-class service offerings and expands our team of talented employees in our Environmental Services group. This increased scale has unlocked additional avenues of professional growth for our people, while enabling us to better address the needs of our clients.

The 3 acquisitions have increased our geographical footprint in Alberta, with offices in Fairview and Lac La Biche, and has led to the opening of a second location in Calgary and opening a new office in Fort St. John, BC in July 2022.



360 will be a leading multi-disciplinary engineering and environmental consulting firm. We will accomplish this by:

1. Maintaining an intense internal focus on people, purpose and mission
2. Growing through strategic acquisition
3. Expanding organically into new markets and service offerings
4. Building a 100-year business

photo credit: Connor Johnson



ENVIRONMENT

ENVIRONMENTAL IMPACT

360 is dedicated to the importance of environmental protection and the need for results on climate change.

360's primary focus is on site restoration, and we are dedicated to being an integral part of the sustainable energy development cycle. We are committed to maintaining our leadership position as we continually work towards adopting progressive, measurable, and impactful operational practices that promote positive environmental outcomes. As technology, regulations, and closure initiatives evolve; we are focused on preserving our natural habitats by continually improving our environmental impact through our practices across our diverse service offerings in all sectors.



In 2022 we launched our new Emissions Monitoring and Integrity Solutions division, which furthers meaningful progress in reducing environmental impact across industries. These service offerings provide our clients with in-field analysis, monitoring, and data collection services to maintain compliance with changing regulatory obligations and achieve their specific ESG commitments.

“Our role is to help guide industry and the public through these dynamic times of unprecedented regulatory and environmental change.”

-Bryce Watson
Chief Liability Officer

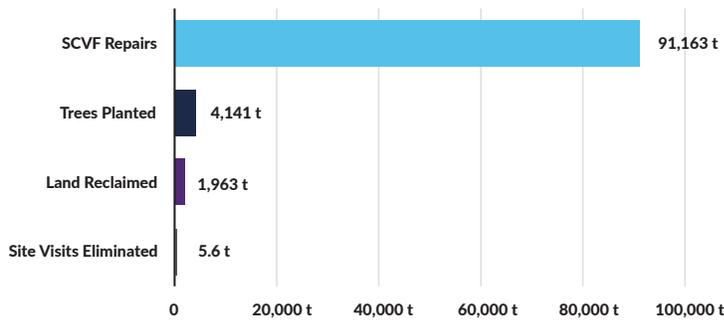


360 was honoured to make our debut on the ENR Top 200 Global Environmental Firms in 2022.

CARBON FOOTPRINT REDUCTION

360 is committed to reducing the carbon footprint of our business and assisting our clients in reducing their impact through collaborative solutions and new technology.

360 takes pride in delivering industry leading environmental and engineering services that reduce emissions across all operations. 360 eliminated over 97,000 tonnes of CO2 emissions in the 2022 calendar year by collaborating with industry partners, exploring new technologies and practices, and implementing several emissions reduction initiatives.



Surface Casing Vent Flow (SCVF) metrics are based on the Alberta Energy Regulator estimated emission volumes.

97,272.6
tonnes of CO2
reduced

GREENHOUSE GAS EMISSIONS

360 is dedicated to being a sustainable business for the next 100 years. We are constantly striving to set ambitious targets for reducing our greenhouse gas emissions (GHG) in a financially responsible manner. This includes the creation of an ESG committee in 2022 to lay the foundation for our sustainability goals. Our goals include:

- Implement data collection and compilation system to reliably collect internal Scope 1 emissions in a format consistent with Sustainability Accounting and Standards Board (SASB) standards
- Establish methodology to measure GHG reductions and identify emission sources through engaged activity
- Commit to having 25% alternative fuel fleet by 2030
- Develop and implement baseline internal metrics and KPIs to identify and reduce emission sources
- Achieve 100% combined site visits for clients engaged in multi-scope activities to eliminate excess travel





SOCIAL

CULTURE, VALUES & EMPOWERMENT

This is neither the beginning nor the end. Our culture grows, shifts and evolves over time and is never complete. It is the responsibility of all to foster this growth mindset.

2022 EMPLOYEE SURVEY RESULTS & PROFESSIONAL DEVELOPMENT STATISTICS

We conduct employee surveys to gain feedback on our company's strengths as a workplace and opportunities for improvement.

96%

agree that they are part of a physically and mentally safe work environment

91%

agree that they feel empowered to make decisions and find solutions

88%

agree that they understand 360's purpose that "Closure Makes a Difference"

\$110,876 invested in professional development & training in 2022

\$147,660 budgeted for professional development & training in 2023

A well-defined culture is an imperative building block for future development. Our significant growth in 2022 has unlocked opportunities to enhance our culture. We are working to refine our recruiting strategy to prioritize cultural alignment with our purpose and mission. Acquisitions made up a significant portion of our increased headcount and as we continue to integrate our teams, we are focusing on building cohesive relationships and a sense of community.

We are committed to employee growth and development, as well as building high-performing teams. Our vision is to create a place where our employees have the freedom, skills, and support to reach their full potential and make a meaningful impact. Investment in learning is essential to providing industry leading expertise to our clients, driving continuous improvement across our organization, and fueling meaningful career development opportunities for our people. We are working to empower all of our employees to become leaders in their sphere.



EQUALITY & DIVERSITY

The most important thing we can do as an organization is create a diverse, equitable, and inclusive culture where everyone feels welcomed and that their ideas and contributions matter. Inclusion means more than acceptance — it means belonging.

We strive to cultivate an inclusive culture that counteracts systemic inequities and provides our people with equal opportunities to grow and succeed at 360. This is not something that can happen overnight; we are transforming the way we operate so inclusion and equity become an integrated part of how we do business. This means redesigning our talent practices to address systemic barriers and building a culture that confronts bias.

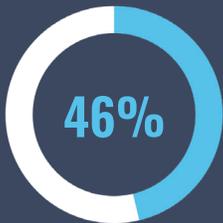
360 added a Manager of People Operations to our team in 2022 to drive our Diversity, Equity and Inclusion (DEI) program. We continue to build our DEI program through leadership training to provide greater awareness and understanding about diversity and its business value. This includes diversity-based recruiting strategies to improve our talent acquisition efforts.

“360 has worked purposefully to improve the inclusiveness of our workplace and our culture; however, we recognize we have opportunities to improve and are excited to embrace them. This is critical in our mission to build a 100-year business.

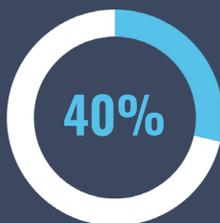
-Amanda Faith
Manager of People Operations



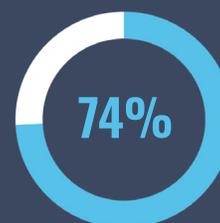
average age of 360 employees



percentage of women at 360



percentage of women in supervisory roles



percentage of women in STEM roles (Science, Technology, Engineering, and Mathematics)

2022 EMPLOYEE SURVEY RESULTS ON QUESTIONS ABOUT DIVERSITY & INCLUSION

83%

agree that 360 supports the principles of diversity

94%

agree that the people they work with treat each other with respect

95%

agree that their supervisor encourages participation from all individuals

WELL-BEING

360 is taking a holistic approach that integrates well-being into the very culture of our organization. We strive to identify what matters most to our employees, what causes stress, and what drives purpose and meaning in their work.

THE MULLET BANK

A corporate wellness program is a set of benefits a company implements to improve the well-being of its employees. The goal is to help employees stay healthy which helps facilitate a better work environment for everyone. More traditional corporate wellness offerings often resonate with already-healthy employees and can even alienate those who are dealing with mental or physical health issues in the first place. 360 introduced a more inclusive wellness program in 2022 called the Mullet Bank.

The Mullet Bank is a personal spending allowance that employees earn by tracking their personal time spent on their physical, mental, emotional, or spiritual wellness. Qualifying activities can include yoga, reading, listening to podcasts, dog-sitting, painting, gardening, attending religious services, baking cookies; the list is virtually endless. Each person knows what nourishes their own well-being and is encouraged to be mindful that they are spending more time practicing activities that bring them joy.

<h3 style="margin: 0;">48,236</h3> <p style="margin: 0;">total mullet bank hours logged in 2022</p>	<h3 style="margin: 0;">\$222,123</h3> <p style="margin: 0;">total mullet bank funds paid out to employees in 2022</p>	<h3 style="margin: 0;">84.71%</h3> <p style="margin: 0;">percentage of employees who maxed out their mullet bank in 2022</p>
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There has never been a more important time to invest in well-being. Leaders at all levels of our organization have a collective responsibility to influence our corporate wellness strategy and we work to develop initiatives that are proactive in their approach.

Work-life balance is a key factor in the well-being of our employees and an important part of that balance is taking time to rest. Rested employees are more productive employees. Taking vacation can reduce stress, help prevent burnout and promote work-life balance by allowing for more time to be spent with family, significant others and close friends. 360 implemented a flexible vacation policy for all employees in 2022 called “Swayze Days”. Our employees are not limited to a certain number of vacation days per year and are encouraged to take the time they need to recharge. Employees are empowered to manage their own schedules and workloads through collaboration with their fellow team members, which builds trust and accountability. By building a positive culture around taking time off, we seek to improve the overall health and well-being of our employees.

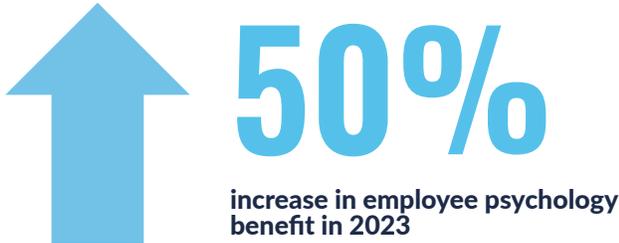
Our dedicated Wellness Committee lead several initiatives to encourage employees to invest in their personal well-being. Some highlights include a monthly newsletter with wellness info, book recommendations, healthy recipes, a community events calendar, and employee recognition pieces; wellness events like group yoga, Christmas cookie baking, a plant swap, and office snack days; and “Mullet Meetups” where 360 employees met up outside of work to hike, watch sports, attend concerts, and go to the movies.

MENTAL HEALTH

360 knows that we have a social contract with our employees and stakeholders to support mental health and our collective journey to balanced lives.

Well-being has many components including physical, social, emotional, and psychological well-being. 360 recognizes the importance of psychological health and safety in the workplace and puts a big emphasis on caring for the mental health of our people. We are committed to identifying what matters most to our employees, what causes stress, and what drives purpose and meaning in their work.

There is still a stigma around mental health and part of our aim is to continue the conversation. The members of our Leadership team schedule regular wellness check-ins with all team members to ensure productive conversations on mental health and employee satisfaction are being had. We also encourage our employees to speak to a professional if they need to and have increased our psychology benefit by 50% in 2023 to support this.



360'S 2ND ANNUAL MULLETS FOR MENTAL HEALTH CAMPAIGN

360's Mullets for Mental Health campaign is our marquis charitable initiative where employees volunteer to set aside the scissors and grow slick mullets in support of the Canadian Mental Health Association (CMHA) in their mission to promote mental health awareness and advocacy. The campaign kicks off in June and runs until mid-July and includes various fundraising events, challenges, and individual fundraising efforts.

We raised \$14,185, nearly double our total from 2021 for the CMHA, Alberta Division's Rural Mental Health Project to support and promote mental health in rural communities across Alberta.



COMMUNITY RELATIONS & INITIATIVES

Our commitment to giving back to the communities where we live and work is an ongoing focus. We continue to look for ways we can make an impact because when our communities succeed, so do we.

360 understands the importance of supporting, strengthening, and connecting with the communities we live and work in. We do this through monetary donations, sponsorships and time spent volunteering. We also appreciate the benefits volunteer work brings to our employees; helping advance their sense of belonging, frame alternate perspectives, strengthen listening and leadership skills, and work even better as a team.

Our employees are encouraged to support initiatives that matter most to them, and to engage with non-profit and other service organizations to learn more about challenges faced by people in their own communities. We focus on finding creative ways to provide our team with opportunities to engage with causes they are most passionate about and empower them to lead the way in making meaningful change.

We will continue to focus our charitable giving strategy in 2023 on key areas in mental and physical health, food security, and green initiatives.

2022 COMMUNITY DONATIONS AND VOLUNTEER EFFORTS



- health & wellness
- community
- environment

> 180 Hours
employee volunteer hours

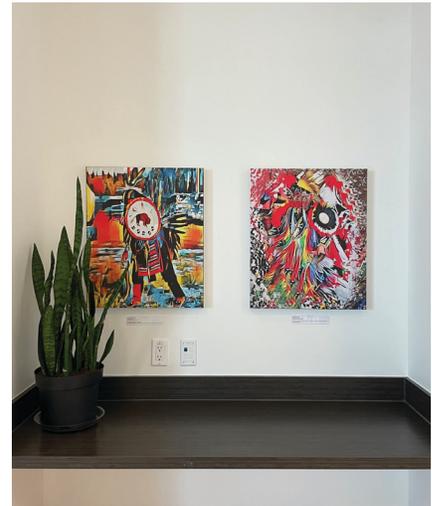
The collage features logos for the following organizations: Canadian Mental Health Association, STARS, CALGARY FOOD BANK, YWCA CANADA, BALANCE FOUNDATION, Silver Threads service for seniors, THE MUSTARD SEED, FAIRVIEW FLYERS, GREAT CANADIAN Shoreline Cleanup, AARCS ALBERTA ANIMAL RESCUE CREW SOCIETY, FIRE FIGHTERS SOCIETY, FAIRVIEW DISTRICT, Alberta Children's HOSPITAL FOUNDATION, Lac La Biche REGIONAL HUMANE SOCIETY, fort st john WOMEN'S resource society, Calgary, DOIG RIVER FIRST NATION TSAA? CHÉ NE DANÉ, Canadian Cancer Society, Société canadienne du cancer, and CALGARY DROP-IN CENTRE.

Below the logos are two photographs: one showing a group of employees posing with a dog and a red wagon, and another showing a group of employees participating in a cleanup activity with large bags of waste.

INDIGENOUS PARTNERSHIPS

Creating an ecosystem where site closure work benefits our Indigenous and First Nations partners environmentally, socially, and economically.

One highlight of 2022 was being invited to participate in multiple cultural Indigenous community events. It is an honour learning the importance of our First Nations traditions and heritage and an important way to grow our relationships and mutual trust with our Indigenous partners. A few of our favorite events included participating in the Doig River First Nation's Doig Day, the Dawson Creek Rodeo with Tse'k'wa Heritage Society, and working with local Indigenous artist Stephanie One Spot of the Tsut'ina Nation.



<p>>75 Indigenous-owned service companies supported</p>	<p>>\$2.6MM in services paid to Indigenous- owned companies over the past 3 years</p>
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INDIGENOUS COMMITMENT STATEMENT

360 believes that a successful business is one that balances profit and a greater purpose. This belief is the core to our continual commitment to the Indigenous Communities in which we work across western Canada. 360 respects the traditions, heritage, and the Indigenous Community's bond with their lands and environment. We believe that we can be part of an ecosystem where closure work brings both an economical and a social impact to every region and community we operate. 360 is committed to strengthening our relationships and growing our bond with the Indigenous Communities and First Nations Peoples we interact with on every project.

360's Indigenous Commitment starts on a foundation of three core values:

1. Trust, Mutual Respect, and Transparency
2. Deepening our understanding in traditional values and applying those learnings to environmental restoration and site closure
3. Giving back economically and socially to the communities in which we work



photo credit: Peter Fowler



GOVERNANCE

BUSINESS ETHICS & TRANSPARENCY

Upholding our Code of Ethics and Business Practices as we grow and evolve.

360 experienced substantial growth in 2022. An essential element to facilitating this growth in a responsible manner was ensuring that we maintained ethical and transparent governance protocols. We took the following key steps in 2022 to support this ambition:

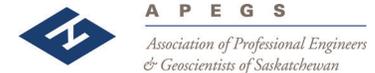
- Formed a dedicated ESG committee to support 360's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance, and sustainability
- Established a Governance Board comprised of 360 executives, investment partners, and independent members to provide guidance on current and future operations and our ESG goals and protocols
- Engaged KPMG in a review engagement to audit our financial statements to ensure transparency and accountability
- Incorporated a new Enterprise Resource Planning software to connect our entire organization and enable real-time reporting to optimize data-driven decision making
- Implemented a comprehensive inventory management system to support our growth and keep our tools and equipment in safe working condition for our employees

MANAGEMENT OF THE LEGAL & REGULATORY ENVIRONMENT

360 ensures its policies, procedures and practices adhere to the respective legal and ethical jurisdictions it operates in. Internal documentation processes ranging from service agreements to safety are reviewed and updated on a continual basis to mitigate risk to the organization. Policy aimed at reducing our corporate carbon footprint are reviewed and updated annually to ensure we continue to be leaders in all aspects of our business.

360 values its relationship with jurisdictional regulators and routinely engages with them on an informal and formal basis. Government policy on liability management in oil & gas has evolved at a heightened pace since 2015. Risk is mitigated for 360 by actively engaging in industry committees and working with Government Relations firms to ensure the interests of 360 and its stakeholders are served. 360 builds its reputation as a thought leader by regularly sending updates, interpretations, and forecasts on the latest regulatory trends.

Technological advances continue to push our industry in new directions and 360 works hard to forge relationships with like minded companies working creatively in our industry. This allows 360 to stay on the forefront of change to ensure our business model adapts and evolves with the changing liability management landscape and continues our path towards building a 100-year business.



WORKFORCE HEALTH & SAFETY

Safety is everything in our line of work. We are proud of our industry leading HSE policies and performance and strive to improve annually. Our number one goal on every project is that everyone goes home safe at the end of the day.

360's HS Management System continues to grow, driven by our goal of providing safe, productive, and healthy work environments for our employees, contractors, and stakeholders.

A key evolution of our HSE Management System was the adoption of WorkHub, a safety compliance portal we implemented in 2022 to streamline our training and verification processes, providing our employees with access to an ever-increasing number of online learning modules and support tools. The system allows us to conduct competency assessments with respect to safety compliance and focus on proactive safety measures. Our mandatory safety training program was also extended to include office personnel in addition to safety-sensitive field personnel, frontline managers, and leadership. This training equips our employees with the knowledge and tools they need to recognize safety risks, drive accountability, and maximize safety performance.

	Q1	Q2	Q3	Q4	2022
TOTAL EXPOSURE HOURS	30,309	40,914	56,666	57,644	185,533
TRIF	0	0	10.2 (AUG)	0	1.1
LTIF	0	0	0	0	0
EMPLOYEE KMS	19,040	23,889	165,367	123,896	332,192
NEAR MISSES	0	0	1	0	1
FIRST AID	0	1	0	1	2

PROACTIVE SAFETY TOOLS

- Standard Operating Procedures
- Safe Work Agreements
- Task Hazard Assessments
- Field-level Hazard Assessments
- Pre-job Safety Meetings
- Behaviour-based Observations
- Hazard Identification
- Near Miss Reporting
- Trending
- Open Communication and Feedback



CRITICAL INCIDENT RISK MANAGEMENT

Continuing to strengthen our Health, Safety, and Environmental Management System.

360's Health, Safety, and Environmental management system is becoming more robust as we grow. Training and learnings capture are an integral part of our ongoing commitment to nurturing our safety culture. In conjunction with our ever-green Standard Operating Procedures and Safe Work Practices, 360 has developed "Handy Guide" versions of key documents to streamline our training and emergency response. Continued use of flow charts to outline and guide workers towards safety rigor is a key element of our system.

360's Certificate of Recognition (COR) internal audit score was 87% in 2022. Conducting internal audits helps identify where the safety management system is operating effectively and efficiently. It is meant to verify that what is supposed to happen is happening. The benefits of conducting internal audits are improved workforce safety, improved efficiency, and minimized regulatory uncertainty and compliance risk. Our internal audit score shows room for improvement, which is exactly why we do it: to improve as we grow. The timing for the internal audit enhanced our focus during a year in which we amalgamated three companies to ensure we have a uniform safety management system across our five locations.

Our strong HSE management system is enhanced with our joint operations sub-contractors' engagement to maintain compliance in all that we do to ensure safe operations.

360's Risk Management system leverages regular reviews of our business operations and links goals, strategy, and action to mitigate risks. The Risk Management plan is developed and monitored by our Leadership Team.

- HSE MANAGEMENT SYSTEM
- OPEN DOOR HOTLINE
- STANDARD OPERATING PROCEDURES
- SAFE WORK PRACTICES
- EMPLOYEE TRAINING
- INTERNAL & EXTERNAL AUDITS

"Health and Safety has taken a significant step forward in 2022 with the adoption of a Health and Safety portal and our internal COR audit action plan for 2023 and beyond."

-Tina Hapienko
Health and Safety Manager





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