

## Truck Driver Operation Policy

Employees are expected to drive in a safe and responsible manner and to maintain a good driving record. Any employee who has a driver's license revoked or suspended shall immediately notify their immediate supervisor and immediately discontinue operation of the company vehicle.

All incidents in company vehicles, regardless of severity, must be reported to the employee's supervisor and then the Operations Manager immediately. If severe enough, 911 should be called first, then the immediate supervisor.

The use of a company vehicle while under the influence of intoxicants and other drugs (which could impair driving ability) is forbidden and is sufficient cause for discipline. No driver shall operate a company vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury, or prescription medication.

All drivers and passengers operating or riding in a company vehicle must wear seat belts and obey all road regulations. Drivers are responsible for the security of company vehicles assigned to them. The vehicle engine must be shut off, ignition keys removed, and vehicle doors and tool boxes locked whenever the vehicle is left unattended.

The Company has a zero-tolerance policy for workplace violence and harassment, employees can contact management or their employee representative to report any incidents. If any incidents are reported, the employee in question will be put on suspension, and the matter will be investigated. Upon completion of the investigation if the allegations are deemed true the employee will be dismissed.

To ensure safety of employees when working alone, the Company employees a 30-minute radio check-in and a daily group chat at all times.

Proper vehicle maintenance is a basic element of any company vehicle program, not only to ensure a safe, road worthy vehicle, but also to avoid costly repair expenses and unexpected breakdowns. The vehicle must be cleaned (interior and exterior) regularly to help maintain its good appearance for you and the company. A clean vehicle makes a good impression on the public as does courteous driving.

All provincial and local laws must be obeyed.

All provincial regulations on log books and hours of service must be followed at all times.

Any concerns with matters in this policy can be discussed with the Yangarra Resources employee representative and the Yangarra Operations Manager, if required.



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Jim Evaskevich  
Chief Executive Officer  
Yangarra Resources Ltd.