



S.A.F.E. Culture: Stay Accident Free Every Day

Safety is not just part of our culture — it's core to our commitment to deliver affordable, reliable, lower carbon energy. We set and deliver on strict safety standards, prioritizing the well-being of our employees and partners.

Our safety culture is championed by our Board of Directors and executive leadership, owned by every employee and contractor, and managed by our Health, Safety, Environmental and Regulatory (HSER) team. We also tie our safety performance to the company's compensation program for added accountability.

HSER Management System

Plan	Do	Check	Act
<i>Planning and Prevention</i>	<i>Process and Implementation</i>	<i>Performance Evaluation and Improvement</i>	<i>Organization and Leadership</i>
<ul style="list-style-type: none"> • Risk Management • Engineer Design • Organizational Excellence & HSER Stewardship 	<ul style="list-style-type: none"> • Operational Compliance, Controls & Data Governance • Contractor Management & Stakeholders • Emergency Response Program & Community Awareness 	<ul style="list-style-type: none"> • Incident Management • Monitoring, Measurement, Analysis & Evaluation 	<ul style="list-style-type: none"> • HSER Vision Statement & Protecting Ability to Operate • Leadership Commitment & Accountability • Organizational Authority

2021 Health and Safety Performance

0.17

Employee TRIR

0.00

Employee LTIR

0.64

Contractor TRIR

0.15

Contractor LTIR

Equipping Employees to Make Safe Decisions

Creating an incident-free work environment starts with setting clear expectations among employees, contractors and suppliers regarding our safety standards, and working to empower and equip individuals with the skills necessary to promote safety in their areas of work. We reinforce our commitment to a safe work environment through our Stay Accident Free Every Day (S.A.F.E.) program.

S.A.F.E. Program Goals

- Safety culture ownership
- Social license to operate
- Mindful operations
- Employee leadership



Stop Work Authority

Every person has the right, responsibility and authority to stop any task that's believed to be unsafe or noncompliant. This pledge empowers employees to speak up to protect the health and safety of others, the environment and our communities without repercussion for stopping work in good faith.



- S:** See unsafe or noncompliant behavior or process
- T:** Tell someone immediately
- O:** Order any unsafe behavior to cease
- P:** Postpone operations until the behavior or process is compliant and safe to proceed



Trainings

Every year our HSER team plans targeted trainings based on safety performance analysis, job functions and location specifics. Our training program includes a mix of in-person and virtual training, with greater

emphasis on in-person instruction and includes all employees. Job-specific learning paths aim to exceed regulatory requirements and ensure employees are holistically prepared to execute their job functions safely and responsibly.

Chesapeake's training philosophy values contractor training in the same manner as employees. We design contractor training to align as much as possible with employee training, encouraging synchronized knowledge sharing and understanding, critical to decreasing our cumulative incidents.

Testimonials

Our employee testimonials program reinforces that a strong safety culture requires personal commitment. Through this program, individuals who have suffered significant work-related injuries testify to the personal, financial and physical aftereffects of their accidents. Presenters visit field offices and attend employee-contractor meetings (in-person or virtually) to emphasize personal safety. In 2020 and 2021, we intentionally included testimonials specific to mental health to raise awareness and reduce stigma.

Good Catch

Through our Good Catch program, employees and contractors submit documentation of outstanding HSER performance or instances when Stop Work Authority was used to address an HSER concern. Submissions are captured through an app and logged into a central system where data is pulled for trend analysis. Each month, our executive leadership reviews submissions and recognizes field and corporate employees who best reflected our safety culture. Lessons learned are often shared internally and on-site.

Safety Alerts

To maintain a safe work environment, we must remain diligent in keeping safety top of mind, every day. To reinforce this, we created Safety Alerts — regular emails sent to field staff and contractors that provide a guided conversation around specific safety-related topics. Alert focus areas are typically derived from learnings from root cause analysis following an incident or near-miss incident.

Each year, Chesapeake hosts the CEO Safety and Sustainability Awards during which the organization celebrates how our safety and environmental commitments are lived out across our operating areas. Best practices and lessons learned are shared and senior leaders recognize the highest-performing teams.

