



**2022**

**Environmental, Social, and  
Governance Report**



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# Message from the CEO

“Quality Products. Quality Services. Quality People. Since 1977”

For over 45 years Kings Energy Services Ltd. (Kings) has committed itself to providing quality products and services to industries regionally, nationally, and internationally. Our vision and mission have always been to exceed environmental, health and safety, and quality standards.

Through continuous development, enhancements and investments in our people, products and services Kings commits to being an ambassador of our industry focusing on health and safety, environmental and sustainable governance for all our teams, clients, and communities we service.

Enhancements to our products and services creates a sustainable organization with strong environmental, emission, and waste management systems. Initiatives like API Q1, API 6D, ISO 9001:2015, AQP-1536, certifications with TSSA, ABSA, TSBC, TSASK, ASME B16.34, ASVS-50 and Compliance to ASME B31.3, CSA Z245.15 guarantees Kings provides absolute quality to all our products and services.

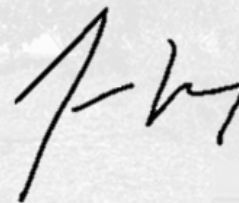
Corporate programs like safety COR & IRP 16, Respect in the Workplace, community support, indigenous and minority recognitions help to promote an open and safe work environment for all team members.

Kings Energy’s programs create a culture of accountability and commitment and allowing for diversity and inclusion among team members building strong cultural relationships.

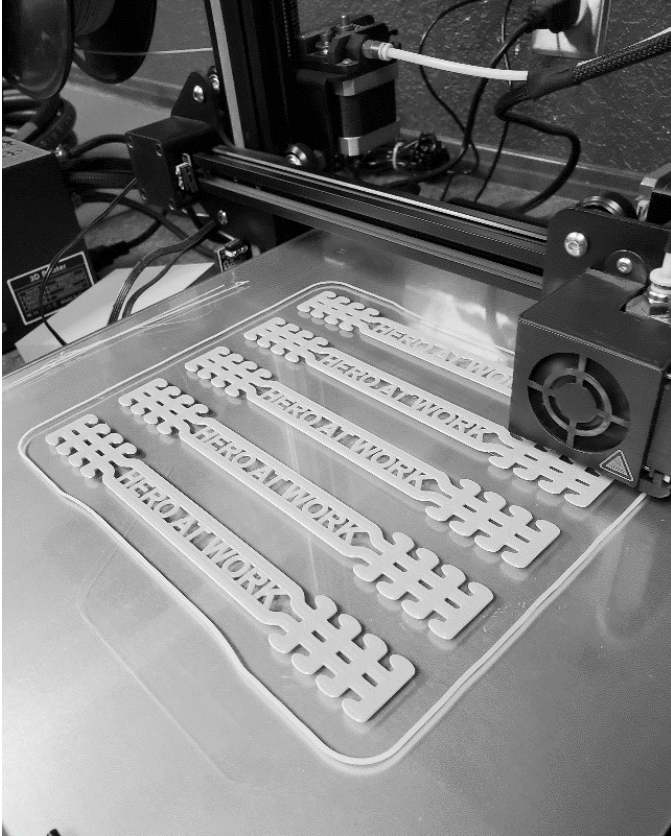
As future focused organization, Kings continues to develop and build a strong environment, social and governance (“ESG”) program. Recognizing our team members are vital to the success of a ESG program. Kings commits to providing training, development, recognition, and growth opportunities allowing for a forum of new ideas, enhancements, thoughts, and processes. Regular reporting, tracking, and communication of areas of improvement ensures quality standards continue to be achieved.

Kings Energy Services Ltd. is committed to growth and advancement. Maintaining strong corporate values, culture, vision, and beliefs permits an open, inclusive safe work environment allowing for the highest quality and environmental standards to be achieved for our clients, teams, families, and communities.

Sincerely on behalf of Kings Energy Services,



Jason King—Chief Executive Officer



Kings Energy Services utilized our 3d printers during the pandemic to make ear savers for masks which were donated to frontline workers in our communities.

In March 2020, the World Health Organization declared a global health pandemic due to COVID-19. In response to the COVID-19 outbreak, governments around the world implemented measures to control the spread of the virus.

Through our corporate preparedness planning, we successfully activated our business continuity program that ensures our operations and supply chains are secure. Our proactive approach also includes precautionary measures to ensuring the health and safety of our colleagues, customers, and vendors

As our operations are considered an "essential service," it was not possible for our facilities to fully shut down. As such, we implemented appropriate protocols to try and keep everyone safe including:

- Implementation of mandatory Health and Safety practices to ensure our team members and customers can operate cohesively in a safe and healthy environment.
- Communicating with our vendors and transport companies daily ensuring their corporate preparedness plans are sound while obtaining commitments to limit disruptions.
- Ensuring our valued teams are prepared to handle all service and supply requests through a continuity plan, working effectively with a reduced workforce.
- Virtual communications and support through technology, minimizing the need for unnecessary travel and site visits.
- All employees who could work from home did so to limit any type of interactions.

**"Protecting our team, clients and communities from the threats of COVID-19 is a top priority here at Kings Energy Services"**



## Our Commitment

Kings Energy Services will employ practical measures to protect the environment. We will conserve and protect the water, air, and land resources we use. We will strive to eliminate any releases to land, air or water that may harm human health or the environment. Continuous improvement in our environmental performance will be our commitment. We will create procedures that will comply with federal, provincial and municipal regulations. We will provide training to our workers to ensure our workers are aware of and can follow these procedures.

*Lead through GOES!  
"Growth, Opportunity, Excellence & Sustainability"*





# About Kings Energy Services

Kings Energy Services Ltd. is an established valve, electrical, instrumentation and measurement service company in Canada with a substantial line up of top-quality distribution and in-house manufactured products. Kings Energy was founded in 1977 and since that time, has grown to have



Red Deer | Provost | Drayton Valley | Nisku | Grande Prairie | Dawson Creek | Cambridge

**7** Service locations across Canada

**1** Mobile Valve Servicing Unit

**70+** Team Members

**45+** Years in Business



We work hard at Kings Energy to provide top quality products and services and we maintain these results through the implementation of API Q1 and ISO 9001:2015 certifications. These continuous improvement programs highlight Kings Energy Services' dedication to providing our clients with the best solutions possible.



API SPEC Q1-3725



6D-1848





# Our Core Values

Trust, Accountability, Commitment and Teamwork are our core values that guide how we do business. At Kings Energy Services we strive to implement our core values of T.A.C.T into every aspect of our organization.

## TRUST

Absolute confidence in our team members

## ACCOUNTABILITY

Provide Solutions, not problems

## COMMITMENT

Driving high results through Quality & Safety

## TEAMWORK

Positive collaboration approach to solutions

**Kings Energy continues to hold onto its grassroots by maintaining a philosophy of “Quality Products, Quality Services, and Quality People”. This philosophy has been the cornerstone of Kings and continues to drive our success.**

### VISION

To be the leading provider of valves, instrumentation, and electrical products and services for industries regionally, nationally, and internationally.

### MISSION

Committed to providing the highest quality valve, instrumentation, and electrical products and services for all customers.

### BELIEF

“Through continuous development, enhancements, and investment in our people, products, and services we will establish Kings as a leading industry provider of Valves, Electrical and Instrumentation.”



# ESG At A Glance

At Kings Energy Services, we are committed to implementing and improving our environmental, social and governance (“ESG”) practices. We believe in maintaining a safe environment for our teams, families and the communities that surround us.



## ENVIRONMENT

Kings Energy Services is committed to providing all workers, contractors and customers with a safe environment in which to work or conduct business with. We are committed to minimizing the environmental impacts that our business may have in the areas in which we operate. We strive to meet or exceed all applicable federal, provincial and municipal legislation and regulations regarding environment, health and safety in the specific areas that we work.



## SOCIAL

Kings Energy Services is committed to protecting and maintaining the health and safety of all our Employees including Physical, Psychological and Social Well-being. As well as the environment in which we operate.



## GOVERNANCE

Kings Energy Services is committed to adhering to corporate governance practices that meet or exceed industry standards. Having good corporate governance is important to our families, our clients, our communities and to all of us at Kings Energy Services.



## Highlights

### Diversity & Inclusion

**70 Full-Time and Seasonal Team Members**

**17% Female Team Members**

**20% Identify as Visible Minority\***

### 2019 -2021

**> 3600 Training Hours**

**ZERO Lost Time Injuries**

**ZERO Lost Time Days**

\*The term “visible minority” is used in statistics to designate racialized (non-white) and non-Indigenous people, as defined by Canadian law.



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*Lead through **GOES!***

***“Growth, Opportunity, Excellence & Sustainability”***



# Environmental Management

At Kings Energy Services we believe in partnering with our clients to achieve their ESG goals, and we continue to innovate and explore alternate ways to decrease both our own and our customers' environmental footprints.

## Environmental Policy

### Protection of the Environment

We will employ practical measures to protect the environment. We will conserve and protect the water, air, and land resources we use. We will strive to eliminate any releases to land, air or water that may harm human health or the environment. Continuous improvement in our environmental performance will be our objective.

### Waste Management Policy Statement

Whenever possible we will work to prevent waste and pollution at the source. We will make efforts in our operations to use processes designed to minimize the environmental impacts of our operations.

### Recycling and Waste Disposal

We will support recycling programs where practical and will use environmentally safe treatment and disposal practices for waste that is not eliminated at the source or recycled.

### Compliance

We will implement programs and procedures to assist in being compliant. We will strive to conduct compliance audits and monitor procedures and practices to evaluate our performance.

### Disclosure

We will endeavor to keep our workers informed of our environmental efforts. We will cooperate with the authorities and regulatory agencies in responding to inquiries. We will encourage our workers to report any conditions to the company that they believe could be harmful to the environment or pose health or safety hazards so we can investigate and look for corrective actions.

Our Focus is to continue to provide environmentally friendly solutions



Valve servicing is an effective way to keep your valves serviced and properly operating. Maintaining the integrity of your product through regular maintenance is very important, a leak can cause a wide array of problems towards the environment.

# Energy & Emissions Management

We recognize that reducing emissions is an important focus to have within our company, our teams are continuously exploring new ways to provide solutions that reduce our client's energy and emissions footprint along with our own.

## Kings in-house manufacture products

Proper product selection along with product knowledge is extremely important. Mitigating one's risk of environmental impact can be as simple as implementing the right product. Kings Energy Services offers in house manufactured products that are designed to minimize environmental impact



### The Saf-T-Matic

is a highly dependable safety valve which automatically controls the shutdown of flow lines when pressures exceed, or fall below, pre-determined limits. This system provides complete line protection of high-pressure overloads and/or loss of fluids in the case of a line rupture. With the Saf-t-Matic being completely self-contained it is a great product for site safety and lower environmental impacts.



### Focus 2.0 flare gas optical flow meter (OFM)

uses precise lasers to measure the gas flow by sensing the velocity of microscopic particulates naturally occurring in gas. The Focus OFM 2.0 can be used for:

- Gas flow measurement for flare and vent gas applications
- Flare monitoring for reducing waste & increasing process efficiency
- Emissions measurement for compliance with environmental regulations

Measuring your companies' emissions prove to be an effective way to be aware and reduce your companies carbon footprint.

When selecting your products, it is important to consider the energy costs associated with them, as these energy savings also translate into a reduction in your companies' carbon footprint.



# Land, Water & Waste

Whenever possible we will work to prevent waste and pollution at the source. We will make efforts in our operations to use processes designed to minimize the environmental impacts of our operations.

Any Spills are to be reported and investigated on Kings Energy Services EHSMS-7.0 F4 Spill Response form

### Number of Reported/Investigated Spills

2019	2020	2021
0	0	0

### Scope 1 CO<sub>2</sub> emissions (in Metric tons)



### Scope 2 CO<sub>2</sub> emissions (in Metric tons)



Scope 1 emissions are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by an organization. Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling.

## Spill Prevention and Response

All Kings Energy Services team members are to be trained on Spill prevention and response procedure. When hazardous waste or hazardous recyclables are released into the environment, there is the potential for immediate and significant adverse effect. A spill is the discharge of a pollutant into the natural environment from a structure, vehicle or other container. The safety and protection of the Environment is of primary concern. The following is expected by employees to contain and report all spills:

- All chemicals, oils lubricants and solvents are to remain in their original containers and stored in such a way as to minimize any potential for a spill.
- Kings Energy Services will ensure that spill response materials or spill kits are readily available.
- The contents of spill kits will be periodically inspected to ensure that they are adequate.

Kings Energy Services classes spills in 3 classes:

- Class 3, Minor (No Significant adverse impact)
- Class 2, Serious (Cause or likely to cause an adverse impact)
- Class 1 Major (Confined major impact)

# Social

The safety and well-being of our employees, customers and visitors is a key priority at Kings Energy Services. Building a strong culture of safety begins with the expectations and programs we set as a company, and lives daily in the actions we take as individuals. It requires dedication from each of us to make responsible decisions every day to create a safe environment for everyone.





# Quality, Health & Safety

Kings Energy Services is committed to providing our valued clientele with the highest levels of quality and safety by achieving industry-leading accreditations and certifications. Within this commitment is our Quality Management System which sets out the guidelines for procedures and assigns responsibilities and authorities for processes, product and records.

Kings' quality management system ensures we stay true to our quality policy which is below

## QUALITY POLICY

Kings Energy Services is a trusted global supplier of high-quality safety valves, instrumentation, metering and related equipment. Ensuring we deliver high standards of service from our people, we meet or exceed our client's expectations for quality, on-time deliveries and value. Kings' management is committed to complying with the requirements and continually improving the effectiveness of the quality management system.



## Certifications

API Q1  
API 6D  
ISO 9001:2015  
AQP -1536  
TSSA QA 05696

ASME B16.34 design code  
CRN to ASME B16.34  
Compliance to ASME B31.3, CSA Z245.15  
API Spec 6FA for fire safe certification to come  
ASVS-50 Quality Management Systems

Compliance Management Systems that we use at Kings Energy Services include Comply works and ISNetwork. These platforms enable us to ensure that we are meeting and exceeding our customers' and industries' QHSE requirements and expectations.



## Kings Energy Services TRIF Reports 2018-2021

TRIF reports are produced quarterly and reviewed by top management.

	2018	2019	2020	2021
Total Recordable Incident Frequency (TRIF)*	4.19	9.63	2.97	1.3
Fatality Rate	0	0	0	0
Near Miss Frequency Rate and Amount	11.52 (11)	10.70 (10)	20.80 (14)	16.14 (12)
Total Vehicle Incident Rate (TVIR)	0.21	1.20	0.83	1.23
Total Hours Worked	190890	186802	134581	148646

“Quality Products. Quality Services. Quality People. Since 1977”

# Quality, Health & Safety

All Kings Energy Services team members have a role to play in protecting human health, safety and the environment. Every individual is responsible for their own, their subordinates and co-worker's health and safety.

Kings Energy Services team members including Contractors and visitors are responsible to actively participate in implementing our Environment, Health & Safety Programs throughout the organization. Our goal is **ZERO** incidents.

We offer our team members the tools they need to succeed. We provide internal and external training as well as access to educational programs to help them improve their abilities and advance their careers.



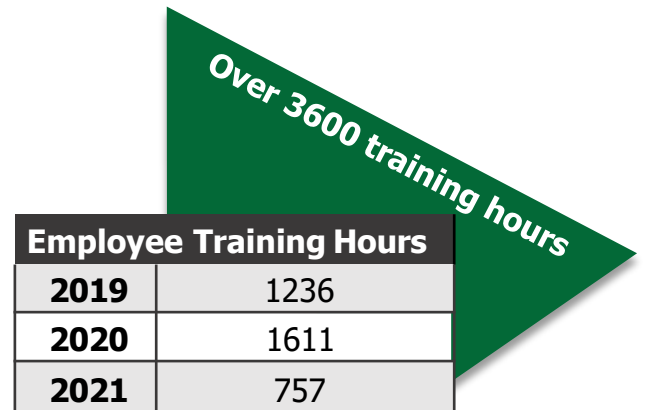
Valve Technicians are trained through our Green Book PRD Technician Training Program which focuses on continually enhancing the knowledge base and skill level of Kings team members.

## Safety Assurance

Kings Energy Services has developed and maintained a safety program that is equal to or greater than the P.I.T.S. Partnership Safety program currently under Occupational Health and Safety COR & IRP 16. This Safety program has several distinct sections, which allow our teams to maintain a high safety standard

- 1 Management Commitment & Employee Involvement
- 2 Hazard Assessment and Control
- 3 Rules and Work Procedures
- 4 Training and Orientation
- 5 Communication and Group Meetings
- 6 Accident Investigation and Analysis
- 7 Shop Policies
- 8 Driving Policies
- 9 Personnel Protection Policies
- 10 Safe Work Procedures

Kings Energy Services is proud of its **Certificate of Recognition (COR)** grade. We have achieved an audit grade between **89% to 94%** over the last 3 years.





# Talent Management

We are committed to providing a safe and healthy working environment for team members, contractors and others and are committed to the prevention of occupational injury and illness.

Team members that are in need of support are encouraged to talk with their managers, HR, Safety or Senior Management to discuss a course of action to get the support they need.

Through this commitment Kings Energy Services has implemented the following:

- **“Fit for Duty”** Policy
- **“Fatigue Management”** Policy
- An **“Open Door”** approach for all Kings team members to have a safe and confidential line of communication with management.
- A **“Right to Refuse”** Every employee has the right and responsibility to refuse and/or stop unsafe working conditions.



Kings Energy Services is committed to protecting and maintaining the health and safety of all our Employees including Physical, Psychological and Social Well-being. As well as the environment in which we operate.

Kings Energy Services is committed to providing a safe and respectful work environment free of violence and harassment for employees and contractors. As part of this commitment, all new workers will be required to take **“Respect in the Workplace”** training prior to commencing work. Recertification is required by team members every 3 years.

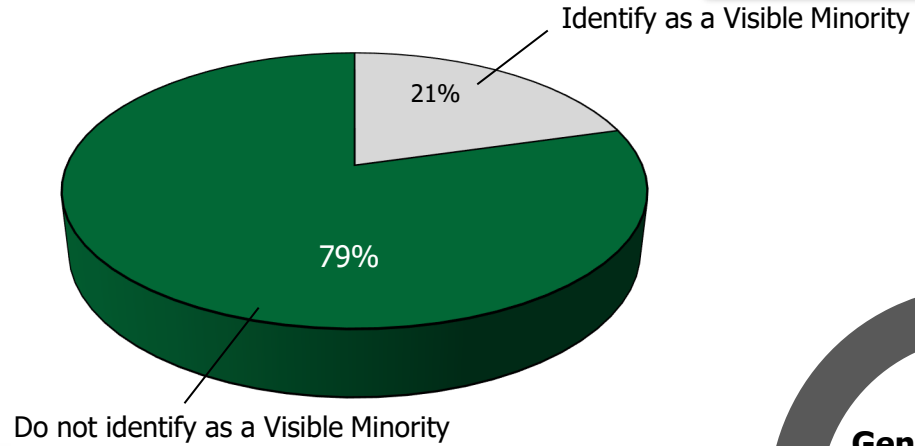


# Diversity & Inclusion

Kings Energy Services is committed to providing a workplace which promotes innovation and creativity through our diverse and inclusive talent pool. Kings aims to ensure that all those participating in our workplace is treated with respect, dignity, and fairness with an aim of creating an environment which promotes positive working relationships. We ensure that all employees understand Kings commitment to recognizing the value of diversity in our workplace as supported through equal employment opportunities and ensuring work practices promote equality and are nondiscriminatory.

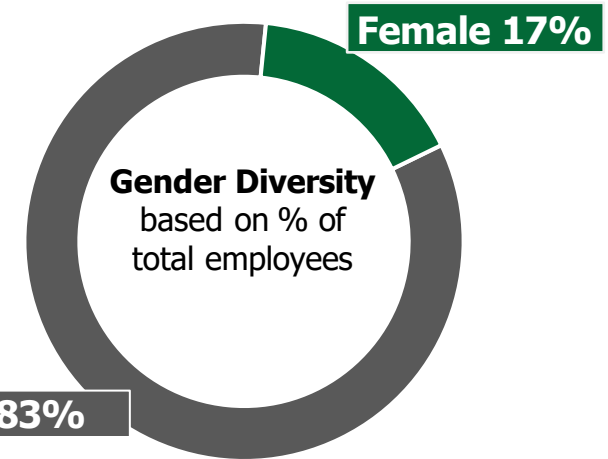


Kings recognizes that all people bring different qualities, abilities, skills, knowledge, experiences, perspectives, and attitudes to work. Valuing and making the most of these differences can improve the workplace for individuals and enhance King's overall performance.



% of all employees\* who identify as a **Visible Minority**

*\*Based on 70 responses*



**Gender Diversity**  
based on % of total employees

Position	Female	Male	Total
Executive	1	3	4
Managers	1	5	6
Supervisors	1	8	9
Team Members	9	42	51
Total	12	58	70



# Indigenous Communities & Building Lasting Relationships

Kings Energy Services appreciates and understands the importance of building mutually beneficial partnerships with Indigenous peoples that are based on trust, integrity, and shared respect. Striving for positive working relationships with Indigenous peoples, will help lead to their success as well as ours as we aspire to reach our business goals and strategic objectives.

We recognize that our client projects and our operations are often located near the traditional territory of First Nation communities, and so we believe that responsible business activity involves meaningful inclusion and a deep respect of their cultures and values. In developing strong partnerships, we will be able to provide economic prosperity, social well-being, and respect for the people and land where we work.

## **Kings Energy Services commits to the following:**

- Kings will encourage increased Aboriginal capacity through training, employment and business opportunities related to our operational activities. This will include offering contracting opportunities to qualified First Nation suppliers and contractors where appropriate.
- Kings will offer support and promote employment opportunities with positive impacts and more career options for the future generations of First Nation peoples and communities.
- Kings will prepare our workplace with people that respect the diversity of First Nation cultures, and the importance of their heritage.
- Kings will continue to review our First Nation Relations policy to continually meet the changing needs of our business and First Nation communities.

# Kings in the Community

At Kings Energy Services we believe in being active members of the communities in which we serve. Our communities are where our team members work, live, and raise their families and making a positive impact throughout each one is important to us.

Our Kings in the Community program provides opportunities for employees to support the causes important to them through volunteering, sponsorships, donations, and community support initiatives.



Making a positive impact throughout each community is important to us.

## Community Involvement

The following are examples of some of the **Kings in the community** initiatives our team has had the opportunity to support :



**2021**

Kings Energy Services team members volunteered over **500 HOURS** of their time towards community efforts.

Our priority is to provide solutions to our valued clients while helping support local communities, Kings Energy Services offers a Community support initiative that contributes charitable contributions to local communities.



# Corporate Governance

We will employ practical measures to protect the environment. We will conserve and protect the water, air, and land resources we use. We will strive to eliminate any releases to land, air or water that may harm human health or the environment. Continuous improvement will be our objective.

Lead through GOES!

“Growth, Opportunity, Excellence & Sustainability”

# ESG Governance

At Kings Energy Services Quality, Safety, Health & Environment have always been an important focus.

In 2018 Kings Energy Services implemented our quality management system to ensure we have the highest levels of quality and safety for our teams and clients.

We also maintain EHSMS Safety Manual and Policies that are easily accessible to all team members through our internal Document Manager (KDM)

## Our ESG Commitment

*As Kings Energy Services continues to develop and build a strong environment, social and governance ("ESG") program. Recognizing our team members are vital to the success of a ESG program. Kings commits to providing training, development, recognition, and growth opportunities allowing for a forum of new ideas, enhancements, thoughts, and processes. Regular reporting, tracking, and communication of areas of improvement ensures quality standards continue to be achieved.*

	Governance Documents & Policies
Environmental Conservation	Spill Response Policy and Procedures Environmental Policy
Workforce Health & Safety	General Health and Safety Rules Hazard Assessment and Control Policy Driving and Journey Management Policy Working Alone Policy
Employee Wellness	Fit for Duty & Fatigue Management Respect in the Workplace Training Workplace Harassment Prevention Policy Workplace Violence Prevention Policy
Diversity & Inclusion + Indigenous Collaboration	Workplace Diversity and Inclusion Policy Indigenous Peoples Policy
Business Ethics and Transparency	Code of Ethics Policy Whistleblower Policy Anti Bribery and Corruption Policy Conflict of Interest Policy
Risk Management	Hazard Assessment & Control Policy and Procedures Chemical, Biological Hazards and Harmful Substances Policy



# Leadership Team



**Jason Kings**  
CEO



**Scott Fraser**  
President



**Michelle Stanton**  
VP, Finance



**Trevor Hunt**  
VP, Business Development & Marketing

Kings Energy Services is committed to conducting business with Trust, Accountability, Teamwork and Commitment. We do our best to ensure that all work is completed with the client in mind and that our core values are implemented at the epicenter of every decision. Our Leadership team is made up of highly qualified individuals who are responsible for maintaining and reviewing our ESG materials.

At Kings Energy Services we strongly believe that companies have the opportunity to provide products and services, which increase efficiencies and system integrity while reducing one's impact on the environment. Our Leadership team commits to creating a culture of TACT and provide an environment where all employees (regardless of age, ethnicity, religion, gender, etc.) are included.

# Kings Committees

At Kings Energy Services our internal workplace committees draw together team members from different parts of our organization.

Here are some of the committees you will find throughout Kings Energy Services.

**JWHS committee | Social Committee | Kings Quarterly Committee | The Green Team**



Our **JWHS** (Joint work health and safety) committee is responsible for discussing and addressing health and safety related concerns in the workplace.

Our **Kings Quarterly Committee** organizes, creates and distributes our internal newsletter. This newsletter is released quarterly and provides a wealth of information on new team members, product or services spotlights, messages from our leadership team and much more.



Our **Social Committee** is charged with planning extracurricular activities (internal and external) within the organization.



Our **Green Team** meets monthly to go over opportunities and ways Kings Energy Services can be more sustainable and offer sustainable solutions to our clients. The green team promotes and fosters sustainable ways of operating that reduce environmental footprint.



# Code of Business Conduct

Kings Energy Services is committed to conducting business openly and ethically. We accomplish this by creating a workplace founded on the strength of trust, accountability, commitment, teamwork.

Kings Energy Services has implemented a **Code of Ethics Policy**, all team members are expected to be familiar with and uphold the expectations of the code

The Code specifically addresses:

- Avoiding & Disclosing conflicts of interest
- Violations of company policy
- Use of corporate assets
- Trade Secrets
- Discrimination, harassment and Violence



# Compliance & Reporting

## Regulatory and Legal

At Kings Energy Services, We are committed to complying with all regulatory and legal obligations and monitor our actions on a regular basis to ensure that our operations are carried out in accordance with regulatory authorities along with the Kings Energy Services' standards.

King's Energy Services has met the requirements for and will be registered to the following standards:

- **ISO 9001:2015** Quality Management System Requirements
- **API Q1 (9th Edition)** Specifications for Quality Programs for the Petroleum and Natural Gas Industry
- **API 6D – (24th Edition)** Specification for Pipeline and Piping Valves

Kings Energy Services is also members of

- **ABSA (Alberta Boilers Safety Association)** is the pressure equipment safety authority for Alberta.
- **CAOEC (Canadian Association of Energy Contractors)** represents Canada's energy service contractors operating close to the wellhead.
- **TSSA (The Technical Standards and Safety Authority)** promotes and enforces public safety for Ontario.
- **Technical Safety BC** oversees the safe installation and operation of technical systems and equipment across British Columbia.

## Whistleblower Policy

Kings Energy Services is committed to integrity and ethical behavior in the workplace and will foster and maintain an environment where employees can work safely and appropriately, without fear of retaliation.

This policy has been adopted to ensure that all employees understand that they may report any wrongdoing that may adversely impact the Company, the Company's customers, shareholders, employees, investors, or the public at large, without fear of retaliation or a negative impact on their employment status at Kings Energy Services.





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