



HEALTH AND SAFETY POLICY STATEMENT

What is Safety?

Safety is an integral part of Obsidian Energy's business. Working safely plays a vital role in our operations and in our efforts to protect people and the environment. Obsidian Energy will not place production ahead of safety.

Why is Safety Important to the Company?

Many costs result from accidents and unsafe work practices; the greatest being the human cost. Our SMART program contributes to the development of safe work practices and procedures. Through our SMART program, we protect not only our employees and contractors, but also our friends, families, fellow workers, the public and the environment from the far-reaching effects of serious accidents. In the process, we protect our ability to continue to conduct business and employ people.

Who is Responsible?

Everyone who works for Obsidian Energy shares the responsibility for workplace health and safety and is responsible for maintaining our SMART program. Each of our managers and supervisors has the added responsibility to lead by example, to communicate our safe work policies and practices and to ensure that all work is conducted while meeting or exceeding legislated safety standards and requirements. Their role is supported by Obsidian Energy, who will monitor performance through both internal and external audits.

All Obsidian Energy employees and others on Company work sites are responsible for obeying all safety rules, following recommended safe work procedures, wearing personal protective equipment when required, participating in safety training programs and informing supervisors of unsafe work conditions. Everyone has the right and responsibility to identify and refuse unsafe work.

Our behaviour on the job will reflect our responsibility to maintaining a safe working environment. Individuals who do not fulfill their responsibilities are accountable for their behaviour, conduct, actions and performance. Employees and contractors who knowingly violate safety rules will face disciplinary action, dismissal or legal action.

By working safely and fulfilling responsibilities, everyone who works for Obsidian Energy will share the benefits from a healthy and safe workplace.

A handwritten signature in black ink, appearing to read "D. L. French".

David L. French
President and Chief Executive Officer

June 26, 2017

Date