



WHISTLEBLOWER POLICY

1. General

This policy addresses Essential Energy Services Ltd.'s (the "Corporation" or "Essential") continuing commitment to integrity and ethical behavior. The Policy establishes procedures that allow employees of Essential and its subsidiaries to confidentially and anonymously submit their concerns to the Chair of the Audit Committee of the Corporation's Board of Directors regarding questionable ethical, moral, accounting, internal accounting controls, or auditing matters, without fear of retaliation.

2. Whistleblower Protection

Essential shall not take adverse employment action against an employee in retaliation for:

- (a) any reports of wrongdoing made in good faith; or
- (b) providing information or causing information to be provided in an investigation conducted by any regulatory agency or authority, or person at Essential with supervisory or similar authority over the employee, regarding any conduct the employee in good faith believes constitutes a violation of applicable securities laws, any rule or regulation of any applicable securities commission or any provision of law relating to fraud against the Corporation's shareholders; or
- (c) participating in an investigation, hearing court proceeding or other administrative inquiry in connection with a report of wrongdoing.

This policy is intended to encourage reporting of wrongdoing by Essential's employees and presumes that employees will act in good faith and will not make false accusations. An employee who knowingly or recklessly makes statements or disclosures that are not in good faith may be subject to discipline, which may include termination. Employees who report acts of wrongdoing pursuant to this policy can, and will continue to be held to their general job performance standards. Therefore, an employee against whom legitimate adverse employment actions have been taken or are proposed to be taken by Essential, such as poor job performance or misconduct by the employee, is prohibited from using this policy as a defense against Essential's lawful actions.

3. Reporting of Wrongdoing

Any employee who becomes aware of any wrongdoing or suspected wrongdoing regarding questionable ethical, moral, accounting, internal accounting controls and/or auditing matters are encouraged to make a report as soon as possible to the Chair of the Audit Committee of the Corporation's Board of Directors via email, letter or telephone. The

contact information for the Chair of the Audit Committee is as follows:

Chair of the Audit Committee
Essential Energy Services Ltd.
1100, 250 – 2nd Street SW
Calgary, Alberta
T2P 0C1

Email: Auditchair@essentialenergy.ca

Telephone: 1-877-266-2579 (toll free) via Global Corporate Compliance Inc., a third party monitoring system.

To the extent practical, the identity of any employee who makes reports pursuant to this policy shall not be revealed to persons in the employee's department, division, or work location. Essential will make good faith efforts to protect the confidentiality of employees making reports; provided, however, that Essential or its employees and agents shall be permitted to reveal the reporting employee's identity and confidential information to the extent necessary to permit a thorough and effective investigation.

4. Claims of Retaliation

Claims of acts of retaliation should be submitted via email, letter or telephone to the Chair of the Corporation's Audit Committee of Board of Directors. See contact in section 3.