
TRICAN WELL SERVICE LTD. BOARD DIVERSITY POLICY

Owner: Corporate Governance Committee of
the Board of Directors

Approver: Board of Directors

Approval Date: 12/11/2014

1. PURPOSE

The purpose of this Board Diversity Policy (the “Diversity Policy”) is to set out the approach to diversity of Trican’s Board of Directors (the “Board”).

2. KEY PRINCIPLES

- a. Trican supports and promotes diversity at all levels of the company, including the Board of Directors. The Board regularly evaluates the makeup and skills of its existing membership, and assesses the key attributes and skills to be sought when evaluating candidates to fill director vacancies.
- b. The Board considers business experiences, personal backgrounds, areas of expertise, age, gender and ethnicity to all be key elements when determining the appropriateness of its existing composition and when evaluating potential board candidates.
- c. This Policy will be implemented and overseen by the Corporate Governance Committee of the Board of Directors (the “Committee”).

3. KEY PROVISIONS TO MEET THE OBJECTIVES OF THIS POLICY

To meet the objectives of this Policy, the Committee will ensure:

- a. That an outside search firm is retained to assist in filling future board vacancies;
- b. That the search firm is instructed to include gender diversity as one of the criteria in assessing potential candidates; and
- c. That the search firm is instructed to make best efforts to ensure that at least one or more female candidates is included in the list of candidates presented for the Committee’s consideration. If no suitable female candidate is identified, the search firm will be asked to provide an explanation of the efforts undertaken to identify a female candidate.

4. ADMINISTRATION

- a. The Committee will review and approve the Corporation's public disclosure regarding its diversity policies.
- b. The Corporate Governance Committee will review this policy periodically and update as required.

5. REVISION HISTORY

Rev.	Document Status	Reviewer	Approval	Date
1	Policy Created and Approved	Corporate Governance Committee of the Board of Directors	Board of Directors	12/11/2014
