

	HUMAN RESOURCE POLICIES	Number: HR-03
	Whistleblower	Revision: 01
	Approved By: Board of Directors	Supercedes: 00
	Effective Date: December 29, 2006	Page: 1 of 3

1. Purpose

- 1.1 This policy outlines the procedure, which the Audit Committee is establishing, for the confidential, anonymous submission by employees of the Corporation and third parties of any concerns that they may have regarding questionable accounting, internal accounting controls or auditing matters or any conduct concerns surrounding business practices or treatment of employees, consultants, or others working for or associated with the Company. This policy is posted on the Company's website in order to make it available to external parties.

2. Responsibility

- 2.1 Employees, consultants and directors are required to submit and other external parties are requested to submit, all good faith concerns and complaints in respect of the accuracy and integrity of the Corporation's accounting or auditing matters or any behaviours or expected behaviours that may constitute a breach of the Company's Code of Conduct. If you have any concerns about matters, which you consider questionable, incorrect, misleading, fraudulent or unethical, you are required to come forward with any such information, complaints or concerns, without regard to the position of the person or persons responsible for the subject matter of your complaint or concern. In "good faith" means a report which is made honestly, whether or not the person has all of the facts or is certain a breach has occurred; a report which is knowingly false would not be in good faith.

The Company will not tolerate any retaliation or reprisal against anyone who in good faith reports a potential breach of the Code of Conduct or raises a concern with respect to whether certain conduct constitutes a breach. ("In good faith" means a report which is made honestly, whether or not the person has all of the facts or is certain a breach has occurred; a report which is knowingly false would not be in good faith.)

The Company will take disciplinary action, up to and including termination, in respect of breaches of this Code. The type of disciplinary action will be dependent on the nature the breach, and will be subject to and in accordance with applicable employment law. Disciplinary action will be consistently applied.

No waiver of this Policy or the Code of Conduct can be granted to any executive officer of the Company without the approval of the Board of Directors. Any such waiver will be publicly reported in the Company's annual report and on the Company's web site.

- 2.2 The Audit Committee (the "Audit Committee") of the Board of Directors of the Corporation is responsible under Canadian securities laws for the integrity of the financial reporting of the Corporation and for the system of internal controls, the audit process and monitoring compliance with the financial reporting laws applicable to the Corporation and to all other corporations, trusts, partnerships or other entities which may be established by the Corporation (the "Other Entities"). The integrity of the financial information of the Corporation is of paramount importance to the Committee and to the Board of Directors.

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- 2.3 You may report the matter to the Chairman of the Audit Committee, Mr. Larry Shelley at 403-313-4645, via fax at 403-374-1592 or via mail to 42 Church Ranches Close, Calgary, Alberta, T3C 1C1 or alternatively to your supervisor. Supervisors who receive (or become aware) of a complaint from an employee are required to submit all complaints they receive to the Audit Committee and senior management on a timely basis, and where a complaint involves a potentially significant impact on the financial results or an issue that involves senior management, in which case, the matter must be reported to the Audit Committee within 48 hours.
- 2.4 The Company's lawyers may receive complaints regarding violations of the Code of Conduct. They are required quarterly to report such complaints to the Audit Committee, except in a case where the complaint involves a potentially significant impact on the financial results or an issue that involves senior management, in which case, the matter must be reported to the Audit Committee within 48 hours.
- 2.4 If you have any questions, contact Ms. Hansine Ullberg, Chief Financial Officer or Mr. Larry Shelley, Chairman of the Audit Committee.

3. Procedure

- 3.1 You should describe your concern in writing and should include sufficient information to allow the Audit Committee to understand and review your concern. If you wish your identity to be treated confidentially, you should state this in your communication.
- 3.2 If you wish to make an anonymous complaint, your written communication should clearly indicate this wish for anonymity.
- 3.3 All concerns should be forwarded to the Chairman of the Audit Committee, at the address noted above, in a sealed envelope labeled as follows: ***To be opened by the Audit Committee only.***
- 3.4 If you wish to discuss any matter with the Audit Committee, you should indicate this in your submission. In order to facilitate such a discussion, you may include a telephone number at which you can be contacted. Any such envelopes received by the Corporation or Other Entities will be forwarded promptly and unopened to the Chairman of the Audit Committee.
- 3.5 All concerns are to be reviewed promptly following the receipt. The Audit Committee, at its discretion, will investigate complaints and take appropriate corrective actions. The Audit Committee has the authority to:
- conduct any investigation which it considers appropriate, and has direct access to Ernst & Young LLP, the external auditor of the Corporation, as well as officers and employees of the Corporation and Other Entities, as applicable; and
 - retain, at the Corporation's expense, special legal, accounting or such other advisors, consultants or experts it deems necessary in the performance of its duties.

In conducting any investigation, the Audit Committee shall use reasonable efforts to protect any request for your identity to be handled confidentially.

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- 3.4 The Audit Committee will retain, as part of its records, any complaints or concerns for a period of no less than seven years. The Audit Committee will keep a written record of all such reports or inquiries and make quarterly reports of any ongoing investigation, which will include steps taken to satisfactorily address each complaint.
- 3.5 No retaliation is permitted against you for complaints or concerns made in good faith. No employee will be adversely affected because the employee refuses to carry out a directive, which, in fact, constitutes corporate fraud, or is a violation of federal or provincial law.