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|  | <b>Safety Management System</b> | Doc No:              | H&S POLICY        |
|   |                                 | Initial Issue Date:  | 4/1/2021          |
| <b>HEALTH AND SAFETY POLICY</b>   |                                 | Revision Date:       | Initial Version   |
|   |                                 | Revision No.:        | 0                 |
|   |                                 | Next Review Date:    | 4/2/2023          |
| Preparation: Safety Mgr   | Authority: Management           | Issuing Dept: Safety | Page: Page 1 of 1 |

It is our intention to prevent any job related injury or illness. We are committed to our guiding principles which include ensuring that Safety, Health and Environment is First – We will never compromise on the health and safety of our customers and our employees and to manage responsibly the impact that our business has on the environment. The following points summarize our expectations of all employee’s commitments to Health and Safety for our company:

- Comply with Health and Safety regulations and related company policy and procedures. We have a zero tolerance for violations of health and safety rules.
- Use all required personal protective equipment where indicated.
- Decline to operate any machinery or equipment without proper instruction regarding safety and general operation.
- All employees shall report unsafe conditions and/or hazards immediately to their supervisors.
- Follow all company safety procedures and practices.
- Immediately report all injuries/incidents and work-related diseases.
- Attend all required health and safety training and meetings.
- Follow safe work instructions and assist in prevention.

All Managers and Supervisors are committed to take ownership of their areas of responsibility by ensuring that the following important activities occur:

- Accept direct responsibility and accountability for all matters relating to Health and Safety for the employees and/or contractors they supervise directly and/or indirectly.
- Deal promptly with employees’ health and safety concerns and advise employees of actual and potential hazards that are known by the manager or supervisor.
- Maintain and provide training of all duties and obligations under all relevant legislation, client requirements and COMPANY policies and procedures. Training attendance is mandatory.
- Ensure that employees use Personal Protective Equipment as prescribed in addition to following all safety procedure and practices.
- Ensure that all contractors, suppliers, vendors, and other visitors adhere to all company policies and procedures.
- Investigate accidents/incidents and perform workplace inspections.
- Review any incident investigation and facilitate the corresponding corrective action plan.
- Continue to improve our safety and health management system and operational standards in all sites.
- Take every other reasonable precaution to protect employees and members of the public.
- Implement and enforce health and safety rules, regulations, policies, procedures, and prescribed instructions.

This policy is to be posted in all facilities by the site supervisor.

**ENDORSEMENT**

I fully endorse this Health and Safety Policy and require all employee and contractors we use to follow the commitment and expectations as stated.

**Shawn P. Zoladz – Senior Manager**