

## Health and Safety Policy

Every employee and Trade Partner employee has the right to work in a safe and healthy environment. This policy establishes the commitment the organization has made to protect our most valued asset our people.

Our commitment to a safe and healthy environment includes more than just physical safety. The Company pursues a holistic approach to employee health and wellbeing. We strive to create an empathetic culture that goes beyond providing physical health benefits, to one that considers the mental health and psychological safety of all employees. All work executed in our offices or on our project sites must be planned and performed in the safest manner reasonably possible, meeting or exceeding the applicable health and safety regulations of the province of the work.

Where the Company's safety policies, our Trade Partners, and/or client's conflict, work shall always be performed per the higher safety standard. Where Trade Partners do not have their own Safe Work Practices appropriate to the work they are to perform, the company's established practices will guide the development of the specific Safe Work Procedures required to execute the task(s) safely. Management and supervisors will be oriented and trained to this expectation and will be held responsible for ensuring that the employees under their supervision also understand and meet this requirement.

We expect all employees and Trade Partners to be leaders in health and safety through the identification of hazards and the use of controls. All actual and potential risk must be addressed and managed. We all share in the responsibility for our safety and that of our co-workers.

Compliance with the company's Health, Safety, and Environment Management Program will be regularly monitored. We will strive for continual improvement and hold ourselves accountable through verification and reporting of our performance.

All workers and supervisors are encouraged to familiarize themselves with this Program, and the policies set out within. The Company believes these effectively complement the four fundamental rights of all workers under the legislation and contribute to ensuring a safe work environment:

1. You have the right to refuse dangerous work.
2. No worker will be punished for reporting a health & safety concern.
3. You have the right to know about workplace hazards and have access to essential health and safety information.
4. You have the right to participate in health and safety discussions and health and safety committees.

Our leadership is committed to supporting this policy with the resources and accountability necessary to achieve this policy. Working together we can eliminate fatalities and serious injuries in the workplace; we will accept nothing less. Everyone has the right to a safe and healthy workplace.



Teri McKibbon, President & C.E.O.  
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