

## Health and Safety Policy & Responsibilities

Safety is an integral part of our company's work. It is part of our operations and is there to protect our employees, clients, property, the environment, and the public.

There are many costs to accidents and unsafe work practices. The greatest cost is human cost. By protecting our employees, we are also protecting their families, friends, fellow workers, the public and the environment from the far - reaching effects of serious accidents. We are also protecting our ability to continue doing business and employ people.

In addition to protecting lives, our safety program contributes to employee morale and pride because our employees participate in identifying safety needs and in developing safe work procedures.

Employees who knowingly violate safety rules may face disciplinary action, wage reduction, dismissal or legal action. In addition, the company may face legal action and fines for violations of regulatory requirements. Those individuals who do not fulfill their safety responsibilities will become accountable for any problems their negligence creates, and may be liable under law.

Everyone employed by this company is responsible for maintaining the safety program. Managers, Supervisors and Operations Foreman are responsible for, identifying safety needs, communicating safety hazards, investigating hazardous conditions and accidents, and ensure all appropriate safety and personal protective equipment is properly worn and is properly maintained. Their role is supported by input from all employees.

All company employees, and others on company work sites, are responsible for obeying all safety rules, following recommended safe work procedures, wearing and using personnel protective equipment when required, participating in safety training programs, and informing supervisors of any unsafe work conditions.

Managers and Supervisors are responsible for the supply of safety training, appropriate safety and personal protective equipment.

Everyone has the right and responsibility to refuse work when unsafe conditions exist. By fulfilling our safety responsibilities, everyone who works for our company will share the benefits of a safe workplace.

Tim Fedyk  
President

