

## Health and Safety Policy Statement

The company is committed to operating in a manner that openly protects the safety of all employees, customers and the general public. In fulfilling this commitment all reasonable precautions will be taken to prevent accidents, injuries and occupational illnesses in the workplace. We will achieve this through consultation and active participation of all employees.

Alfred Beam Excavating Limited will make every reasonable effort to provide and encourage attainable standards to work in compliance with the Ontario Occupational Health and Safety Act and Construction Regulations or any other legal requirements.

Management will ensure that employees are properly equipped, trained in and familiar with the procedures necessary to safely perform the various tasks that they are being asked to complete. They will also provide ongoing access to further training so to continuously improve their working knowledge.

Supervisors are responsible for the safety of their worksites, the safety of the workers that make up their crew and the general public. At no time are they to jeopardize the safety of any other employee and shall take every reasonable precaution to ensure worker safety.

Workers are responsible to wear all PPE, follow established safety policies, and report to his supervisor any defect in equipment/safety device and the existence of any known hazards. A worker shall never operate a piece of equipment or perform a task for which he has not been properly trained.

All sub-contractors and suppliers will be responsible and accountable for their health and safety performances. In relation to these efforts, Alfred Beam Excavating Ltd. will also coordinate with customers' workplace policies to ensure our policy standard can be met or exceeded.

Any hazards or incidents of health and safety matters associated with the work of employees will be openly communicated and discussed.

The company will monitor its safety performance and strive to continuously improve in that regard. Its health and safety program will reflect this unyielding commitment to safety.

  
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Senior Management

January 14, 2022