



## Company Safety Policy

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Safety is an integral part of our company's work. It is part of our daily operations, and there to protect our employees, clients, the general public, our property, and the environment. We strive to ensure that all aspects of our employees' health and safety, including physical, psychological, and social well-being, are being protected and maintained.

Employees at every level including management are responsible and accountable for the company's overall safety initiatives. Complete and active participation by everyone, every day, in every job is necessary for the safety excellence the company expects. Management supports coordination of safety among all workers on the jobsite.

Managers and supervisors are responsible for identifying safety needs, communicating safety hazards, investigating hazardous conditions and accidents, provide training, supplying or wearing appropriate safety and personal protective equipment, and ensuring all equipment is properly maintained and meets legislated safety standards. The 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 personal protective equipment when required, participating in safety training programs, and informing supervisors of any unsafe work conditions.

Employees, contractors, and subcontractors, who knowingly violate safety rules, may face disciplinary action, dismissal, or legal action. Visitors may also face legal action, if they knowingly disobey safety rules. 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 the law. Everyone has the right and responsibility to refuse to do work when unsafe conditions exist.

All levels of management in the company and all employees are committed to complying with all legislated requirements including OH&S regulations in all the jurisdictions where work is performed. The safety information in this policy does not take precedence over any OH&S regulations. All employees should be familiar with the Occupational Health and Safety Acts and Regulations.

By fulfilling our Safety responsibilities, everyone who works for our company will share the benefits of a safe workplace.

A handwritten signature in black ink, appearing to read 'K Biette', written over a horizontal line.

**Karry Biette**  
Vice President- Sales & Operations  
Canada

A handwritten signature in black ink, appearing to read 'C Davidson', written over a horizontal line.

**Chris Davidson**  
SR. Director Composite Piping Systems

August 8, 2022