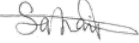
 <p>J-AAR EXCAVATING</p> <p>HEALTH, SAFETY & ENVIRONMENTAL PROGRAM</p>	Section 1: Health and Safety Policies		
	APPROVED BY: Sarhan Abu-Kwiek	COR Elements: 1	
	APPROVAL DATE: 02/24/2023	DATE OF ORIGIN: 02/02/2023	REVISION # 1
	SIGNATURE: 	# OF PAGES: 2	

HEALTH AND SAFETY POLICIES PROCEDURE

PURPOSE

The purpose of the health and safety policy statements is to communicate the spirit, philosophy, and requirements of the Occupational Health and Safety Management System.

SCOPE

J-AAR's company policies apply to every employee in the company and our subcontractors.

RESPONSIBILITIES

Senior Management:

- Review, sign, and date the Health and Safety policy annually
- Provide required resources for the implementation of the policy
- Ensure the prescribed equipment, materials, and protective devices are provided, in good condition, and used correctly
- Ensure the policy meets or exceeds the Act and all relevant Regulations
- Ensure the policy statement adequately reflects J-AAR's commitment to Occupational Health and Safety
- Ensure the implementation at all J-AAR places of business
- Ensure competent supervision is assigned
- Ensure the all required equipment, materials, and protective devices are provided, in good condition, and used correctly as per the Act and Regulations at all J-AAR places of business
- Provide assistance and resources to site supervision as required

Supervisors:


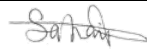
- Ensure the Health and Safety Policy Statement and all required postings are in a conspicuous location on their sites
- Ensure workers use the prescribed equipment, materials, and protective devices correctly as per the Act, Regulations, and J-AAR Policies and Procedures
- Advise all workers under their supervision of any actual or potential danger to their health and safety
- Take every precaution reasonable to protect a worker
- Provide workers adequate and clear instructions when necessary as per the Act, Regulations, and J-AAR's policies and procedures

Workers:

- Work in compliance with the Act, all applicable Regulations, and the J-AAR Health and Safety Policy
- Work in accordance with instruction tools and protective devices provided
- Report any health and safety violations or deficiencies to their supervisor

Health and Safety Team:

- Develop the Health and Safety Policy in conjunction with senior management, supervisors, and workers
- Assist with the implementation of the Health and Safety policy

 <p>HEALTH, SAFETY & ENVIRONMENTAL PROGRAM</p>	Section 1: Health and Safety Policies		
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HEALTH AND SAFETY POLICIES PROCEDURE

- Develop and maintain a HIRA in cooperation with employees and managers
- Ensure each new worker reviews the health and safety policy at the time of their orientation
- Act as a resource to site teams/senior management for continual improvement

Health and Safety Committee/Rep:

- Review policies and procedures as required
- Provide recommendation for improvements

REQUIREMENTS

Documentation:

- The Occupational Health and Safety Act, RSO 1990
- O.Reg 213/91: Construction Projects
- O.Reg 632/05: Confined Spaces
- O.Reg 211/01: Propane Storage and Handling
- RRO 1990, Reg. 1101: First Aid Requirements
- O.Reg 420/21: Notices and Reports Under Sections 51 to 53.1 of the Act – Fatalities, Critical Injuries, Occupational Illness, and Other Incidents
- O.Reg 381/15: Noise
- O.Reg 490/09: Designated Substances
- O.Reg 278/05: Asbestos in Construction
- RRO 1990, Reg. 860: WHMIS
- RRO 1990, Reg. 851 Industrial Establishments

DOCUMENT AND RECORDS CONTROL

J-AAR's policies will be reviewed by all new hires as part of their on-boarding process. They will always be available to employees online. The Health and Safety and Violence and Harassment policy statements will be posted at all J-AAR places of business.

Senior Management will review and update the policy statements at least annually. The J-AAR Health and Safety Team will circulate new documents as required.

Records of communicating J-AAR's HSE Policies will be saved on the HCSS Safety servers or on J-AAR's own.

ENFORCEMENT

Following this procedure is a condition of employment for all employees. This will be enforced strictly by management and supervision. Failure to follow this procedure, as set out, may lead to progressive discipline up to and including dismissal or removal from site as deemed appropriate by J-AAR Excavating.

REVIEW

This procedure will be reviewed and revised as required. Revisions are required when there are changes in business conditions, scope of work, regulatory requirements or when deficiencies become known.