



COMPANY RULES POLICY STATEMENT

Senior management are unwavering in our commitment to reduce or eliminate the risk of work-related injury, illness, and property damage on our projects, worksites, facilities, offices, and operations. As such, we have developed a set of company rules and policies that will help John Aarts Group employees, visitors, and subcontractors meet or exceed the standards set in *The Occupational Health and Safety Act* and applicable Regulations.

JAG will ensure that employees have access to written copies of both our standard and workplace-specific rules as part of their orientation process.

Senior management has created these rules and policies through years of experience and in consultation with supervisors, and workers as a way of helping to ensure best practices are followed in all our areas of business. It is expected that everyone in the company follow these rules at all times. If any employee violates these rules at any time, they will be subject to JAG's progressive discipline policy and procedure.

Signature

February 10, 2023

Date