



## HAZARD ASSESSMENT POLICY

Senior management are unwavering in our commitment to reduce risk of work-related injury, illness and property damage at our site's facilities, offices, and operations. Our commitment includes reducing the risk of psychological hazards such as exposure to violence, harassment, traumatic events and unreasonable workloads or expectations.

We acknowledge our responsibility to ensure the requirements of the Occupational Health and Safety Act, applicable regulations, guidelines, and industry standards, are incorporated into our program, assessments, controls, and mitigation measures. As we strive for the best degree of protection possible for our people every effort will be made to exceed minimum standards.

Effective work planning is vital to the health and safety of all employees, subcontractors, and visitors. We will make every effort to identify hazards and implement controls reducing risk to the lowest possible level prior to work starting.

All required resources to ensure a hazard assessment procedure is developed and effectively implemented will be provided by J-AAR Excavating.

Hazard identification, assessment and control procedures will incorporate the hierarchy of controls ensuring the highest degree of protection and lowest risk possible to our people, processes and equipment is achieved for identified hazards.

A corporate Hazard Identification and Risk Assessment (HIRA) will be conducted and documented for known hazards taking into account all aspects of company activities including but not limited to offices, facilities construction sites, on road driving and laydown yards, and storage areas.

The HIRA will be used as a planning tool and starting point for daily risk assessments in compliance with the hazard assessment procedure.

It is our strict policy that work deemed to have critical hazards will not be conducted without planning, training, documented procedures, and rescue plan where required.

Employees carrying out particular tasks are often the most knowledgeable about hazards, conditions, circumstances, and best mitigation measures. For this reason, managers, supervisors, workers, contractors, and anyone affected by the work being planned is encouraged to take an active role in the hazard assessment and control process.

Hazard assessments will be conducted and reviewed at intervals set out in the hazard assessment procedure and led by competent individuals having the knowledge, training and experience required. Training will be provided as required.

Site and project management are responsible to ensure this policy and corresponding procedure are reviewed, communicated, and implemented, including providing necessary resources.

The health and safety team will be responsible to assist in the development of procedures to identify, assess and control hazards, provide/arrange training, develop forms and act as a subject matter expert and resource to employees.

In alignment with our company spirit of cooperation and internal responsibility, the JHSC or Safety Representative will be encouraged to participate in hazard identification, risk evaluation and control as well as review of policies and procedures. They are invited and encouraged to make recommendation for change at any time.

Following this policy and accompanying procedure, reporting hazards, identifying risks, and suggesting controls and mitigation measures is everyone's responsibility and you are fully expected to participate in the process.

Additional information on roles, responsibilities, processes and training requirements for hazard identification, risk assessment and control can be found in the Hazard Assessment Procedure.

Non-compliance with this policy will result in disciplinary action up to and including termination.

This policy will be reviewed as required and at least annually.

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

Signature

February 24, 2023

Date