



TRAINING POLICY

Senior Management at J-AAR Excavating believes that proper training will not only lead to safer, but more productive work environments. J-AAR will never ask a worker to carry out a task they are not fully comfortable and competent in.

Training requirements will be determined by Senior Management, in conjunction with the J-AAR health and safety team as well as all relevant legislation. J-AAR will ensure that all training is carried out by competent – and where required – approved trainer.

J-AAR will also train all employees and subcontractors on our Occupational Health and Safety Management System. Training will include rights, roles, and responsibilities; required training; the purpose of the OHSMS; importance of conformity; potential consequences for deviations or noncompliance; and the importance of the workers participation within J-AAR's Internal responsibility system.

Training will be conducted considering different levels of responsibility, abilities, language barriers, and literacy. J-AAR's in-house training will have comprehension tested through a series of knowledge verification quizzes.

A handwritten signature in black ink, appearing to read 'S. H. A.', is written above a horizontal line.

Signature

February 24, 2023

Date