



## Health and Safety Policy Statement

The John Aarts Group, across all divisions, recognizes that all workers have the right to work in a safe, healthy work environment. As such, health and safety awareness must be integrated into all workplace activities, and we are committed to taking every reasonable precaution to protect workers from harm. We will endeavor to ensure that all John Aarts Group projects, sites and work locations meet or exceed the Occupational Health and Safety Act and all applicable Regulations.

Senior management at the John Aarts Group recognizes it has the ultimate responsibility for the health and safety of its workers and is committed to providing safe, healthy work environments for all workplace parties. To meet this goal, Senior management is committed to continual improvement of our Occupational Health and Safety Management System and will review it at least annually. As every effective Health and Safety System is based on a strong Internal Responsibility System, the John Aarts Group will work in a spirit of cooperation and consultation with workers at all levels throughout the company.

Supervisors will make every known effort to provide healthy and safe work environments. They shall be adequately trained to ensure the health and safety of workers under their supervision. They will endeavor to ensure that machinery and equipment is safe and that employees work in compliance with established safe practices and procedures and applicable legislation.

Every worker is expected to protect the health and safety of themselves, their co-workers and the general public, by working in compliance with the law and by following safe practices and procedures established by the company. All hazards must be immediately reported to supervisors so they can be corrected. Workers shall receive training for specific work tasks as applicable to protect their health and safety.

Every workplace party shares a joint responsibility in reducing and preventing incidents, injuries, diseases and illnesses. It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from the owners to the individual workers.

Signature

February 10, 2023

Date