



## Health and Safety Policy Statement

At J-AAR we recognize that all workers have the right to work in a safe, healthy work environment. Health and safety awareness must be integrated into all workplace activities, and we are committed to adopt every reasonable precaution to safeguard our workers from injury or health hazards. We will endeavor to ensure that all J-AAR projects, sites, and work locations meet or exceed the Occupational Health and Safety Act and all applicable Regulations.

We are steadfast in our commitment to integrate health and safety awareness into every aspect of our operations. The Management of J-AAR acknowledges its paramount responsibility for the health and safety of our workforce. We are devoted to fostering safe and healthy work environments for all workplace parties. This commitment is an ongoing endeavor, and we pledge to continuously improve our Occupational Health and Safety Management System. Every effective Health and Safety System is based on a strong Internal Responsibility System and J-AAR endeavors to establish two-way communication with workers at all levels throughout the company. We affirm the important right of all team members to refuse work they believe to be dangerous to either their own health and safety or that of others.

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, by all team members, supervisors and managers, must form an integral part of this organization.

Documents will be annually reviewed by top management, and revisions will be recorded. Documents will be retained for 3 years. The purpose of the annual review will be to improve the overall effectiveness of the OHSMS by comparing statistical data and changes in legislation to continually improve.

Our objectives for 2024 are as follows:

- Ensuring a 100% project compliance rate on legislated items and increased compliance on internal requirements, by monitoring and auditing our sites and locations.
- The reduction of our overall Total Reportable Injury Frequency Rate by 10 percent.
- Increased compliance for supervisor training year over year by 25 percent.

Chief Executive Officer

Reviewed Date: October 1, 2024

Approved Date: October 1, 2024

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