



CORPORATE HEALTH AND SAFETY POLICY

January 4, 2021

Management of Grascan Construction Ltd. is vitally interested in the health and safety of its employees and recognizes that all workers have the right to work in a safe and healthy workplace. Protection of employees from injury or occupational disease is a major continuing objective. Grascan Construction Ltd. will make every effort to provide a safe, healthy work environment. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury.

Grascan Construction Ltd., as employer, is ultimately responsible for worker health and safety. As president of Grascan Construction Ltd., I give you my personal promise that every reasonable precaution will be taken for protection of workers. Legislative requirements will serve as minimum acceptable standards for Grascan Construction Ltd.

Supervisors will be held accountable for the health and safety of workers under their supervision. Supervisors are responsible to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures. Workers must receive adequate training in their specific work tasks to protect their health and safety.

Every worker and sub-contractor must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the company.

Grascan is committed to work with our personnel in the development and implementation of our Environmental Health and Safety Management System.

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 president to the workers.



**ANGELO GRASSA, P.ENG.
PRESIDENT**