



Health, Safety and Environment Policy

Cloutier Machine Shops objective is to achieve a safe and healthy workplace free of injury and illness.

Our management team is committed to the health, safety, and wellbeing of our workforce and community. We will strive to achieve an incident-free workplace and will seek to reduce our environmental footprint from our operations and related activities.

We recognize that all individuals, through their own behaviors and actions, are ultimately have a right and responsibility to work in a safe and healthy environment. We encourage and support all employees to achieve our goals by incorporating safety into the planning and execution of work activities that will ensure the health and safety of themselves and others in the workplace.

To achieve our health, safety and environment objectives, all workplace parties will:

- Promote safe and healthy behaviour as a core value in the organization's culture.
- Promote and enhance employee commitment and accountability to this policy.
- Develop and implement effective management systems to identify, minimize and manage health, safety and environmental risks.
- Provide the resources to achieve a safe and healthy work environment for all of our people.
- Provide training and information to enable all our people to work safely and competently.
- Comply with applicable laws and regulations to a minimum requirement.
- Institute regular monitoring programs to identify risks to its employees, contractors, the environment and to ensure compliance with regulatory requirements;
- Strive for continuous improvement by setting targets and measuring results against those targets.
- Investigate all accidents, incidents and near misses in order to prevent a reoccurrence.
- To ensure that a systematic review of programs is implemented and monitored at all times with a goal of continual improvement in health, safety and environmental matters; and
- To ensure that adequate reports on health, safety and environmental matters are presented to the senior management team on a quarterly basis.
- Encourage consult and co-operation for continuous development and implementation of our health and safety program.

A handwritten signature in blue ink, appearing to read "Stephen Symes", is written over a faint, illegible printed name.

Stephen Symes

CEO, Cloutier Machine Shop