

Clearway Group of Companies Corporate Policy



HEALTH & SAFETY POLICY STATEMENT

We recognize that all workers have the right to work in a healthy and safe workplace and we are committed to protecting and promoting such an environment.

We:

- **W**elcome the concept that the causes of all incidents can be controlled
- **O**bserve proven health & safety principles in all phases of our operations
- **R**ecognize that management commitment is key to a successful H&S Program
- **K**eep open lines of communication and promote cooperation between workers and management
- **S**trive to comply with the spirit and intent of all applicable H&S legislation
- **A**dopt and develop best practices to exceed the minimum requirements whenever feasible
- **F**oster continuous improvement as a core value of our business model
- **E**mphasize that health and safety responsibilities must extend to all workplace parties (senior management, front-line management, workers, contractors etc.)

A Code of Ethics and Conduct and Health & Safety Programs have been developed to implement this policy in each workplace and to achieve our ultimate goal: to prevent workplace injuries and illnesses and promote the well-being of all employees and partners.

Senior Management is responsible for providing adequate resources and direction for the effective implementation of health and safety policies and programs in each workplace

Managers and Supervisors must ensure that all safe work practices and procedures are followed in the workplace and must take every reasonable precaution to protect the workers under their supervision

All employees must work in a manner that does not endanger themselves or others and that complies with the law and with established safe work practices and procedures.

Every employee has the right to refuse, and the duty to report unsafe work and conditions.

A handwritten signature in black ink, appearing to read 'A. Di Battista'.

Anthony Di Battista - President

Jan 31th 2020