



HEALTH & SAFETY POLICY STATEMENT

Reid Heritage Construction (RHC) Senior Management recognizes and acknowledges our responsibility to provide a safe work environment for all workers, employees, co-op students, subcontractors, trades, client and guests, and as such, we are fully committed to this responsibility. Our objective is to protect all workplace parties from workplace injury, occupational illness and disease and we will make every effort to provide a healthy and safe work environment.

Based on our Internal Responsibilities System (IRS) all workplace parties are responsible for health & safety within the workplace. Everyone is encouraged to take the initiative to identify and remedy health & safety issues. As owners, managers, supervisors, workers and employees we are all committed to taking every reasonable precaution to protect our fellow workplace parties from harm and share a joint responsibility to implement and maintain the IRS to reduce and prevent occupational injuries, diseases and illnesses.

To facilitate and maintain an effective health & safety program, policies and safe work practices & procedures have been developed, maintained annually and communicated to relevant workplace parties. To demonstrate our commitment to the continual improvement within our health & safety program we will conduct annual audits of our health & safety management system with the objective of obtaining COR Certification. Legislative requirements will serve as minimum acceptable standard, and we expect all workplace parties to work together to exceed the minimums as prescribed by legislation.

All senior management, supervisors or anyone who supervises others is responsible and accountable for the health and safety of all workplace parties under their supervision. In addition, they are also responsible to ensure that machinery and equipment are safe and that all workplace parties follow the established safe work practices and procedures. All other workplace parties are charged with reporting any and all situations that may present a hazard to another workplace party to their supervisor, to ensure corrective action is implemented. All workers/employees must receive adequate training in their specific work tasks to protect their health and safety.

All workplace parties must protect their own health and safety by following the Occupational Health & Safety Act, Regulations for Construction Projects and the Workplace Safety Insurance Act (Regulation 1101) in addition to workplace specific legislation that governs safe work practices and procedures.

Our collective commitment to health and safety is an essential part of our organization and all workplace parties are expected to consider health and safety in every activity performed. We are committed to the continued improvement and growth of our health and safety management system and encourage and welcome your participation and feedback.

A handwritten signature in black ink, appearing to read 'Eric R. Schmidt', is written over a horizontal line.

Eric R. Schmidt, President

January 24th, 2020