



Health and Safety Policy Statement

As the Top Management of RHC, I am committed to providing a healthy and safe work environment for our team, protecting against and preventing violence and harassment by addressing psychological and physical safety in our workplace. It is my belief that all workplace parties are responsible for health & safety in the workplace and that we must all be committed to achieving this. Safety is an organizational priority to our company.

Our ongoing commitment is to protect and prevent our team from workplace incident, injury, occupational illness and disease, and psychological and physical events. We intend to be good stewards of the planet by re-using, reducing, and recycling when possible.

REMEMBER: NO job is SO urgent that safety can be jeopardized. Health and Safety awareness and responsibility must be integrated into all workplace activities by all workplace parties.

I will make every known effort to provide a healthy and safe work environment. All workplace parties must be dedicated and committed to the objective of reducing the risk of injury and illness in the workplace by following legislation, as well as our company's safe work practices and procedures.

As the Top Management of RHC, I will take the ultimate responsibility for RHC's health & safety performance and our HSMS. This includes taking every reasonable precaution to protect our team from harm including occupational illness and injury in the workplace. I have a responsibility to ensure that all resources are available for the implementation, maintenance, and improvement of our HSMS for everyone. I expect that all workplace parties will work together to exceed the minimums as prescribed by legislation and share in the responsibility to working safely by adopting safe work practices. We all share a responsibility to ensure safe and healthy work conditions are implemented in each workspace.

To further support this commitment, we all share a joint responsibility to implement and maintain an Internal Responsibility System directed at reducing and preventing incidents, injuries and accidents resulting in occupational injuries, diseases, and illnesses. This includes identifying hazards, eliminating the identified hazards and the associated risks, and selecting the correct controls.

By assigning specific responsibility and authority to our supervisors, they need to understand their responsibility and accountability for the safety of workers under their supervision. This includes the responsibility to ensure that machinery and equipment are safe, that healthy work conditions are maintained and that workers follow established safe work practices and procedures. All workers must receive adequate training in their specific work tasks to protect their health and safety.

All workers, supervisors, managers, coordinators, technicians, subcontractors, visitors etc. must protect their own health and safety by, and sharing in the commitment to achieving compliance with, the following: Occupational Health & Safety Act, Regulations for Construction Projects - Regulation 1101, Workplace Safety Insurance Act, ESA, FIPPA, PHIPA, and OHRC, as well as workplace-specific legislation that governs safe work practices and procedures in addition to RHC's policies and procedures. All hazards must be immediately reported to supervisors, management and/or owners so they can be corrected.

All workplace parties must be united in establishing and sustaining a safe work environment in every workplace activity. Continual commitment to health and safety is an essential part of this organization, at all levels.

I am committed to the continual improvement and growth of our HSMS. This is reflected by participation in the WSIB Health and Safety Excellence program and through effective administration and ongoing training and implementation of our HSMS. We encourage and welcome your participation and feedback in these continual commitments!

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

Eric R. Schmidt, President

November 1st, 2020

Date