



HEALTH AND SAFETY POLICY STATEMENT

Zehr Group is committed to a strict Health & Safety Program that protects its Employees, Subcontractors, Customers, the General Public and Property from accidental and/or incidental losses.

ZEHR GROUPS GOALS:

1. NO ACCIDENTS
2. NO LOST TIME INJURIES
3. SHARED WSIB REBATES

In order to achieve these goals, we will provide and maintain a safe and healthy work environment accepted by industry practices and compliant with legislative requirements. We will strive to eliminate any foreseeable hazards, which may result in fires, security losses, damage to property and personal injury/illness.

Zehr Group believes that all accidents are preventable. Accidental loss can be controlled through good management in combination with active employee involvement. Loss prevention is the direct responsibility of company management and workers alike.

Zehr Group strives to provide proper and relevant employee training, job relevant safety practices, equipment operating and maintenance procedures. Zehr Group provides safety guidelines that focus Management, Employee and Subcontractor awareness on reducing the risk of accidents and/or incidents in all activities.

Zehr Group Management, Subcontractor Management and all Employees are collectively responsible to ensure compliance with Local, Government, Occupational Health and Safety and Environmental Regulations.

ACTIVE PARTICIPATION AT ALL LEVELS WILL ENSURE THAT OUR GOALS CAN BE ACHIEVED.

I trust that you will join us in a personal commitment in implementing and enforcing our Health and Safety Program

John MacDonald
President Zehr Levesque

January 24, 2022

Date

Jim Dodd
Zehr Group - Chief Operating Officer

January 24, 2022

Date