



Health & Safety Policy*

The personal safety and health of each employee of this company is of primary importance. Safety is our number one value as an organization. Prevention of workplace injuries and illnesses is of such consequence that it will be given precedence over operating productivity, whenever necessary. Our goal is zero accidents and injuries.

To do this, we must constantly be aware of conditions in all work areas that can produce injuries. No employee is required to work at a job they know is not safe. Your cooperation in detecting hazards and, in turn, controlling them, is a condition of your employment. Inform your supervisor immediately of any situation beyond your ability or authority to correct.

For our safety program to be successful, all employees must embody proper attitudes toward injury and illness prevention. This requires cooperation in all safety and health matters, not only between supervisor and employee, but also between each employee and their co-workers. Only through such a cooperative effort can a safety program that is in the best interest of all be established and preserved. Without question, it is every employee's responsibility at all levels.

Our safety and health program will include:

- Conducting safety and health inspections to find, eliminate or control safety and health hazards as well as unsafe working conditions and practices, and to comply fully with the safety and health standards for every job.
- Training all employees in safety and health best practices.
- Providing necessary personal protective equipment (PPE), and instructions for use and care.
- Developing and enforcing safety and health rules, and requiring that employees cooperate with these rules as a condition of employment.
- Investigating, promptly and thoroughly, every accident to determine the cause and correct the problem so it will not happen again.

We recognize that the responsibilities for safety and health are shared:

- The employer accepts the responsibilities for leadership of the safety and health program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions.
- Managers and supervisors are responsible for developing proper attitude toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
- Employees are responsible for wholehearted, genuine operation of all aspects of the safety and health program-including compliance with all rules and regulations and for continuously practicing safety while performing their duties.

A handwritten signature in black ink, appearing to read 'M. McRae', written over a horizontal line.

Mike McRae, CEO

*It is intent of this DBI Services to comply with all laws.