



Health and Safety Policy Statement

Management is genuinely interested in the ongoing health and safety of all its employees. Compliance with legislation and the protection of employees from injury and occupational disease is a continuing concern and we are committed to striving to maintain a safe and healthy work environment through daily implementation and annual review of our health and safety program.

As an employer, we are responsible for worker health and safety. The company and its management will take all reasonable steps to prevent personal injury and to maintain workplace health and safety. To achieve this we include health and safety concerns in all our organizational activities through ongoing consultation and interaction with our Joint Health and Safety Committee. Disciplinary action, up to and including dismissal, will be taken against those persons not adhering to the health and safety policies and procedures in the workplace.

Supervisors will be held accountable for the health and safety of workers under their supervision and are responsible for the maintenance of safe condition in their departments. They will ensure that machinery and equipment is safe to operate and that workers will receive adequate training for their individual work tasks. They will also require workers to work in compliance with the established safety practices and procedures.

Each worker is responsible for his or her own health and safety and must work in compliance with the legislation and with the company's established policies, procedures, standards, safety rules and rules of conduct.

As a team we must continue to implement health and safety procedures to ensure that everyone benefits. Commitment to health and safety is required of everyone – from the workers to senior management.

President – Roman J. Jankowski

Date