



## HEALTH AND SAFETY POLICY

### COMMITMENT

- Surespan is committed to protecting the health and safety (H&S) of all employees in our office, properties and project sites, including their physical, psychological and social well-being.
- We believe that all injuries are preventable and strive to provide a safe and healthy work environment.
- Ultimately, we aspire to be an industry leader who continually demonstrates due diligence, regulatory compliance and improves H&S management and performance.

### PRINCIPLES

We shall:

- Promote and practice a safe work culture.
- Embrace the worker's rights to: know all hazards of their work, refuse unsafe work and participate in H&S management.
- Proactively avoid, eliminate and reduce H&S hazards and risks.
- Set and achieve practicable H&S objectives.
- Develop and apply safe work practices to prevent injury, occupational illness and property damage.
- Solicit the workers' perspective through active communication, consultation and participation.
- Maintain a high level of H&S awareness and competency among our workforce.

### ACCOUNTABILITIES

- Management shall provide the necessary leadership and resources to meet the commitments and principles of this Policy through an effective Health & Safety Management Program ("the Program").
- The Surespan workforce is expected to adhere to this Policy by completing their H&S responsibilities defined in the Program.
- Supervisory personnel ensure that the Policy's commitments be communicated to employees and subcontractors, and be available to relevant external parties upon request.
- Annually, Management shall review for continued applicability to Surespan's business needs and activities.

A handwritten signature in black ink, appearing to read 'Nigel Bester'.

**Nigel Bester**  
President

March 25, 2020