

## STATEMENT OF HEALTH AND SAFETY POLICY

ROJO Construction has every desire to provide for its employees and sub-trades, a safe working environment consistent or exceeding the minimum standards of the Occupational Health and Safety Act and related Regulations. To accomplish this, management will provide all reasonable safeguards to ensure safe working conditions.

No job is more important or urgent than taking time to perform our work safely and recognize good safety principles and standards. All employees have the RIGHT to work in a safe and healthy environment.

Employees are expected to use the safety equipment and training provided to protect themselves from workplace hazards.

Rules of conduct and safety shall be observed at all times and safety equipment must not be destroyed, abused or removed.

Reporting unsafe conditions, practices or equipment to your safety committee representative or your foreperson is not only a requirement of our policy, but is an essential requirement in order to maintain a safe workplace.

The "joint cooperation" between employees and management in the observance of this policy will ensure safe working conditions and accident free performance to the mutual advantage of all. The reason for this policy is to make your job and the job of your fellow workers, safe. It lists safety rules which have been developed over many years of experience in conjunction with several governing legislations.

Every rule is important; they have been carefully reviewed and are based on common sense, good judgment and experience. Although it is not intended to cover every job situation, you are expected to have a personal feeling of responsibility for your own safety.

Study the rules ask questions and understand why they are necessary. By putting the rules into the practice, you will be doing your part toward preventing injuries to yourself and others.

Commitment to health and safety is a frame of mind and our way of doing business.

### POLICY COMMITMENT

Copies of this policy must be posted, and explained to all workers. Compliance with this policy will be regularly reviewed at all levels and violations will be recorded. Repeated disregard of willful violations of this policy may be considered cause for discipline in accordance with the existing laws.

  
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**SIGNATURE**  
Robert J. Wallingford, P. Eng  
President

MAY 1<sup>ST</sup>, 2012  
**DATE**