



FirstOnSite Restoration Health, Safety & Environment Policy

It is the belief of **FirstOnSite Restoration** that the personal health and safety of each employee and the environment we work in is of primary importance. All levels of management will make every effort to provide a safe work environment. All employees must be dedicated to the objective of reducing the risk of injury and illness, as our ultimate goal is zero incidents and harm to the environment.

As an employer, **FirstOnSite Restoration** is ultimately responsible for employee health and safety and the environment we work in. As management and board members, we are committed to taking every reasonable precaution to protect employees and the environment from harm. Legislative requirements will serve as minimum acceptable standards for **FirstOnSite Restoration**.

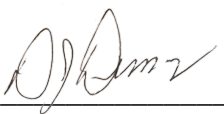
To support this commitment, both management and employees shall work in a spirit of cooperation and share a joint responsibility to implement and maintain an Internal Responsibility System directed at reducing and preventing incidents resulting in occupational injuries, diseases, illnesses and environmental impact.

All managers, supervisors, and crew leaders are responsible and accountable for the health and safety of employees under their supervision. They are also responsible to ensure that company supplied tools, equipment and machinery are safe and that workers/employees follow established safe work practices and procedures. It is extremely important that employees are monitored for compliance with all training received, for safely completing their work tasks and maintaining a safe work environment.

All employees have the Right to Know, Right to Participate, Right to Refuse Unsafe Work and the Right to Work without Discrimination, Violence or Harassment.

Every employee is responsible and accountable to protect their own health and safety by following all training provided, any applicable provincial legislation, in addition to all company policies and procedures. Employees are required to stop work if they feel the work is unsafe or if there is potential for environmental harm. All hazards must be immediately reported to your supervisor so the hazards can be eliminated or controlled.

All workplace parties are expected to consider health, safety and the environment in every activity, job and while completing every task.



Dave Demos,
Chief Executive Officer

September 27, 2017
Date