

1.0 HEALTH AND SAFETY POLICY STATEMENT

The senior management of Rankin Construction Inc. is committed to providing a safe work environment, and a work environment that promotes occupational health. Preventing an employee's injury or occupational disease is a major continuing objective. We are committed to providing an accident-free workplace through effective administration, education, and training. Our employees must be dedicated to the continuing objectives of reporting and eliminating the "near misses" which will greatly reduce the risk of injuries.

Our company's philosophy is that the well-being of our company and depends on the health and safety of our workforce. Senior management recognizes that all workers have the right to work in a safe and healthy work environment. Senior management also promises that "every reasonable precaution will be taken" to protect all workers and the public.

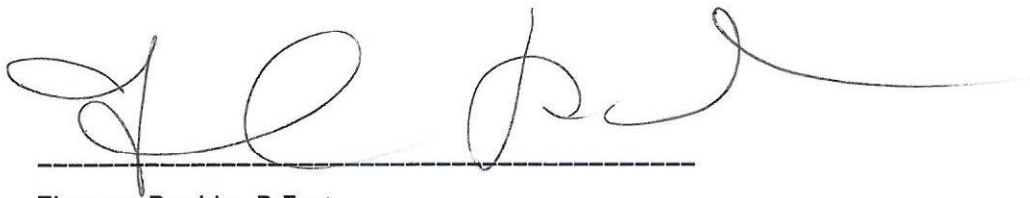
Supervisors are responsible for the health and safety of workers under their supervision. Supervisors are responsible to ensure that machinery and equipment required on the job are safe and that each worker works in compliance with established practices and procedures for each piece of equipment. Workers must receive adequate training to understand and follow those practices and procedures and to ensure their co-workers and themselves are safe.

All employees and subcontractors have the responsibility to protect their own and fellow workers' health, safety and well-being by working in compliance with the *Occupational Health and Safety Act*, all applicable regulations, and follow safe work practices and procedures established by the company.

We recognize that a safe work environment can be established and sustained only through a united effort by all employees and subcontractors. We are committed to work jointly with relevant personnel including workers in the development and implementation of a health and safety program. The attitude and cooperation of all employees in preventing accidents will assist in achieving an accident-free workplace.

Everyone from the president to the new worker has the responsibility to ensure a safe and healthy workplace. Let us all work together to prevent incidents and/or accidents.

This health and safety policy will be reviewed at least annually to ensure that it meets the needs of the company. We will make it available to all employees, subcontractors, and the public.

A handwritten signature in black ink, appearing to read 'T. Rankin', is written over a horizontal dashed line.

Thomas Rankin, P.Eng.

Chief Executive Officer, Rankin Construction Inc.

{On behalf of Senior Management}

Signed:

January 10, 2022