



Health, Safety and Environmental Policy

It is the Policy of RJ MacIsaac Construction Ltd. (RJMI), to manage its business and to provide services in such a way that minimises the risk to the health and safety of its employees, other persons for whom RJMI is responsible, as well as the risk of damage or harm to the environment and wildlife.

RJMI shall not only comply with health, safety and environmental measures as required by law, but shall also act proactively to prevent injury, ill health, damage and loss arising from its operations, and provide a safe and healthy working environment for its employees. This will be accomplished through required and relevant training of employees, documentation for the safe operation throughout all RJMI worksites, routine risk assessments and inspections, and prescribed Personal Protective Equipment (PPE) for all tasks performed on behalf of RJMI.

RJMI shall:

- Target zero injuries or accidents to personnel who are under its control
- Target zero damage to the environment or equipment
- Develop, maintain, review, and analyze HSE Key Performance Indicators
- As a minimum, comply with all rules and regulations on HSE that apply to its activities
- Take account of HSE issues when making commercial decisions
- Continue to reduce the environmental and health impact of its operations by reducing waste, emissions and discharges and use energy efficiently
- Ensure that all personnel understand their specific responsibilities for health, safety and the environment
- Maintain necessary knowledge of standards, legislation, codes of practice, technical and guidance material relating to its activities, and ensure that this information is made available within RJMI
- Provide employees with training in the Management System, as it relates to HSE
- Ensure that all managers and supervisors actively monitor the effectiveness of this Policy and provide a regular forum for discussion
- Require suppliers or sub-contractors to have a HSE Management System relevant to their activities and ensure their compliance with the key element of RJMI's system
- Conduct audits of its activities to verify compliance with Policies
- Be committed to continually improve its health and safety and environmental performance
- Be committed to working in a spirit of consultation, participation of, and cooperation with all employees of RJMI and the JOHS Committee.

RJMI follows the direction of the Internal Responsibility System (IRS) within Nova Scotia which says that all employers, workers, contractors and self-employed persons share a direct responsibility for health and safety as an essential part of their work. Nova Scotia's OHS Regulations clearly details this responsibility sharing is based on the level of authority and accountability that different people in the workplace have.

** The safety information in this policy does not take precedence over the Occupational Health and Safety Act. All employees should be familiar with the Occupational Health and Safety Act. **

RJ MacIsaac Construction Ltd. – Darren Webster, Vice President

A handwritten signature in black ink, appearing to read 'Darren Webster', written in a cursive style.

October 2024

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