



## Health and Safety Policy

It is the policy of ONIT Construction Inc. to perform the work of engineering, construction, and related activities in the safest possible manner that complies with applicable legal and Occupation Health and Safety Act and Regulations for Construction Projects. This policy will be communicated to every employee, including any sub-contractor companies under our employ, and sub-contractor safety program guidelines and requirements must be implemented without reservation.

ONIT Construction Inc., as an employer, is ultimately responsible for the health and safety of its employees. Senior management and management are committed to provide a safe and healthy work environment that promotes occupational health, helping prevent injuries and illnesses. As president of ONIT Construction Inc., I recognize that all workers have the right to work in a safe and healthy workplace. I commit to ensuring all reasonable precautions will be taken for the protection of workers throughout the entirety of a project. Legislative requirements will serve as minimum acceptable standards.

All parties, whether working directly or sub-contractually for ONIT Construction Inc., are expected to perform their duties and responsibilities that ensure workers under their authority have the knowledge, training, or experience to perform their assigned job tasks in the safest way possible. All supervisors must ensure their workers are familiar with all potential hazards with an adequate understanding of the safety standards and regulations applicable to their work. All supervisory staff will receive training to fulfill their supervisory duties and ensure that workers under their supervision receive adequate training to do their jobs safely.

Each employee is responsible for adhering to our Corporate Health and Safety Policy and Program and Ontario's Occupational Health and Safety Act of Ontario and its regulations. ONIT Construction Inc. commits to set a system of monitoring methods to ensure our corporate safety program is adhered to by all parties. Workers will receive the necessary information, training, and supervision required for their specific task to protect their health and safety. Senior management is also committed to reviewing our health and safety objectives for continual improvement of our occupational health and safety management system and its overall performance.

We are committed to work in a spirit of consultation and co-operation with all members of management, supervisors, and workers in the development and implementation of our health and safety system. Health and safety are crucial for our success and viability as a company. It is in the best interests of all parties to account for health and safety in every activity. Repeated willful violation of this policy by any subcontractor or employee at any level will be cause for disciplinary action.

**Tino Alves**  
President

**March 1, 2024**  
Date