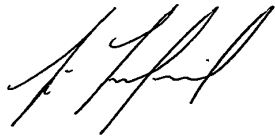


Health and safety **policy**

We understand the vital importance of safety in our industry. It's not just about meeting regulatory requirements; it's a moral obligation to prioritize the well-being of our employees who bravely face occupational risks to contribute to our operations.

As industry leaders, we have always been committed to going above and beyond regulatory standards. Our comprehensive safety program is designed to exceed expectations and ensure the highest level of protection for our team. We believe that safety is a shared responsibility, and it starts with strong leadership.

Clear communication, leading by example, and fostering a culture of accountability and responsibility are key elements of our approach. We encourage open dialogue, promote vigilance, and hold ourselves accountable at every level of our organization. Together, we can create a safe and secure work environment that we can all be proud of.

A handwritten signature in black ink, appearing to read 'R. Tufnail', with a stylized, flowing script.

Ryan Tufnail
President

A handwritten signature in black ink, appearing to read 'A. Herlaar', with a stylized, flowing script.

Ashley Herlaar
Corporate Safety Officer