



Health, Safety and Environmental Policy

It is the Policy of RJ Maclsaac (RJMI), to manage its business and to provide services in such a way that minimizes 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 positively to prevent injury, ill health, damage and loss arising from its operations, and provide a safe and healthy working environment for its employees.

RJMI shall:

- Target zero injuries or accidents to personnel who are under its control;
- Target zero damage to the environment or equipment;
- 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 and technical and guidance material relating to its activities, and ensure that this information is made available within RJMI;
- Provide employees with training in the HSE Management System;
- 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.

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 safety law makes clear that 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.

A handwritten signature in blue ink, appearing to read 'B. Maclsaac', written over a light blue horizontal line.

Boyd Maclsaac
Owner / President
RJ Maclsaac Construction