



## **Corporate Health and Safety Policy Statement**

Conestoga Roofing & Sheet Metal Ltd. (the Company) recognizes that all of its employees have the right to work in a safe and healthy workplace and therefore, the Company is committed to maintaining a safe and healthy workplace for all employees and visitors and protect their health and safety while at work and/or on our premises. The objective is to eliminate and reduce hazards to see a reduction in workplace accidents, injuries, near misses, and illnesses and diseases. To meet this commitment and objective, the Company shall, among other actions:

- Develop a health and safety program that is built on the principle of a strong Internal Responsibility System, where all employees play a role in ensuring the workplace is safe and healthy and accidents, injuries, illnesses, and near misses are reduced.
- Make health and safety a priority by integrating it into all of the Company's activities.
- Provide appropriate time and resources to its employees to ensure they are competent and able to fulfil their duties outlined in the health and safety program and legislation.
- Maintain compliance with best industry practices and applicable legislation.
- Continually make efforts to find areas of improvement to better the health and safety program and the Company's health and safety performance.
- Consult and cooperate with, and seek feedback from all employees in developing, implementing, and promoting the health and safety program and recognize employees for their contributions.

For our health and safety program to be successful, all employees have an important role to play and must be fully committed to maintain compliance with their duties. These basic duties include, but are not limited to:

- President and Management are responsible to implement and maintain a safe and healthy work environment.
- Superintendents and Supervisors/Foremen are responsible for ensuring that safe and healthy work conditions are maintained in his or her assigned work area.
- All employees are required to work in accordance with legislation and the standards set forth in the health and safety program, report hazards to Supervisors and Management immediately, and work in a safe manner to protect themselves and anyone else affected by their acts or omissions.
- Health and Safety Representatives and the Joint Health and Safety Committee are responsible to identify health and safety hazards and deficiencies, recommend solutions to Management, and represent the employees they were selected by on health and safety issues.
- Visitors, Suppliers, and Contractors are responsible for maintaining compliance with legislation and the Company's health and safety program and acting in a safe and healthy manner while on the Company's property or performing work for the Company.

A handwritten signature in black ink, appearing to read 'Mark Mollison', written over a horizontal line.

Mark Mollison – President  
Conestoga Roofing and Sheet Metal Ltd.

January 4, 2018

Date