

## HEALTH & SAFETY POLICY

The successful management of our health and safety policies, programs and procedures for all employees is our first priority for all managers and supervisors. This occupational Health and Safety Policy applies to all of the operations and activities of Laurel Steel. The maintenance of safe working conditions and the successful management of our health and safety policies, programs and procedures for all employees, are of the utmost importance to Harris Steel Group and Laurel Steel.

It is our responsibility to ensure we provide a healthy and safe work environment for all employees. This shall be accomplished by complete compliance with all Occupational Health and Safety laws, including Regulations and Standards. We will meet this objective by carefully executing our work following eight key injury and illness prevention principles:

1. Responsibility - *Top Down Program*
2. Compliance & Accountability - *Stop unsafe acts*
3. Communication – *Encourage Communication on Safety Aspects of Performance of Tasks and Reporting of Concerns*
4. Hazard Assessment - *Find the Hazards on an ongoing basis*
5. Hazard Correction - *Fix the Hazards*
6. Training – *Train all Managers, Supervisors and Employees to perform work safely and recognize and respond to Hazards*
7. Accident/Near miss Investigations - *Prevent Recurrence*
8. Recordkeeping - *Keep Records*

Each employee will be responsible for following safe work procedures and policies established by management and joint health and safety committee recommendations and will be held accountable to meet these individual requirements. Each manager and supervisor will be held accountable for their actions and responsibilities for employees under their supervision.

Harris Steel Group and Laurel Steel will ensure that supervisors and all levels of management are held accountable and that all employees work in compliance with established safe work practices and procedures and that discipline for failures in accountability occurs.

The success of our Health and Safety Program will depend on the dedication, participation and personal connection to safety excellence by all managers, supervisors and employees. Together we can and must achieve the safest possible environment for everyone.