

	<b>HEALTH, SAFETY AND ENVIRONMENT HEALTH, SAFETY AND ENVIRONMENT POLICY</b>	Policy Number:	PO-006
		Revision:	1
		Issue Date:	June 17, 2019
		Approved By:	Wm. Douglas Hayward

Norquest Industries Inc. is committed to the protection of our environment and the health and safety our employees, our customers and the communities in which we live and operate. In fulfilling this commitment, we will provide and maintain a safe and healthy work environment that includes the physical, psychological and social well-being of our employees.

Norquest employees at every level are all equally responsible and accountable for complying with applicable Occupational Health and Safety legislation and the company's overall safety initiatives.


### Responsibilities:

- **Management** shall provide the necessary resources including proper safety equipment, safety training, and safe work procedures.
- **Supervisors** are held accountable for the overall health and safety of their employees.
- **Employees** must perform their work in a safe manner to protect themselves, as well as the workers around them.
- **Contractors** shall comply with Norquest's policies and procedures as per **PO-002 Contractors Safety Policy**.

Our Health and Safety Program was developed in accordance with industry standards and best practices and will meet or exceed legislative requirements. We will strive to continuously improve our practices considering advances in technology and new understandings of environmental concerns, health and safety.

Complete and active participation by everyone, every day, in every job is necessary for the safety excellence the company expects.

*The health and safety of our employees, our customers and the communities in which we operate must be paramount in all we do.*

  
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 Wm. Douglas Hayward, President

FEB 6, 2021  
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 Date