



Health and Safety Policy

At Structural Group of Companies, we are committed to providing a safe workplace to all our employees, and a work environment that promotes occupational health.

We recognize that all workers have the right to work in a safe and healthy workplace. We will make every effort to protect the health and safety of all personnel, and require all personnel including visitors and sub-contractors to abide by the Ontario *Occupational Health and Safety Act* and Regulations, as well as the Company Health and Safety Policy and Program.

Ultimately, we are all responsible for our workplace safety.

We can achieve a safe and healthy work environment only through the cooperation, participation and commitment of all personnel.

As an employer, we are responsible to ensure the safety of our employees, prevent property damage, and to protect the environment by taking every precaution reasonable to control or eliminate hazards in the workplace throughout the process of executing our business. This will be achieved by providing our workforce with the necessary tools, equipment, safety devices, training, support, and supervision required, and working cooperatively and in consultation with our employees in the development and implementation of the health and safety program.

Supervisors have the responsibility to ensure that safe and healthy work conditions are maintained at the workplace by ensuring machinery, equipment, and safety devices are available and in good working order; that employees are provided with instruction and training required to perform their job safely; and that workers use or wear equipment and safety devices properly and follow safe work practices.

Every worker is required to follow safe work practices and procedures, comply with legislative requirements, and to report any unsafe condition, missing or defective equipment, as well as any incident, hazard, or injury to their supervisor immediately so that appropriate measures may be taken.

Failure to comply with or committing a violation of the Ontario *Occupational Health and Safety Act* and Regulations and/or the Company Health and Safety Policy and Program will result in disciplinary actions.

Safety is everyone's responsibility!

Louis Bernardi – C.E.O.

Rocco Volpe – President

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