



## Occupational Health and Safety Policy

It is the policy of Terlin Construction Ltd. that every worker and contractor is entitled to work under the safest possible conditions consistent with the Occupational Health and Safety Act and its Regulations.

In fulfilling this commitment, Terlin Construction Ltd. will provide and maintain a safe and healthy work environment that meets or exceeds acceptable industry practices and legislative requirements, including but not limited to, the Occupational Health and Safety Act and its Regulations.

To this end, Terlin Construction Ltd. will make every effort to provide a safe, healthy work environment. All workers and contractors must be dedicated to the continuing objective of reducing risk of injury. It is our belief that accidents, which injure workers, damage machinery, and destroy material, cause needless personal suffering and expense.

Terlin Construction Ltd. can have several projects going on at any one time. Due to the varied nature of our business, as well as the widespread location of jobs, it is important to standardize our workplace safety practices and procedures. Each worker and contractor is charged with the responsibility to perform their work safely in accordance with established procedures, and to report all unsafe or unhealthy conditions to management.

The first priority of all workers and contractors is to think and act in a manner which will protect their welfare and that of their fellow workers. Contractors will ensure that it is the responsibility of each supervisor to maintain safe and healthy work conditions, and that all hazards inherent to the process and the workplace environment will be identified with resulting controls effectively communicated to the workers.

It is the responsibility of contractors and their workers to meet or exceed Terlin Construction's Health and Safety Program. It is unacceptable to believe that accidents are unavoidable and will always happen. If all of us do our part, including acting and talking safety at all times, a healthy attitude towards accident prevention and an improved safety record can be achieved.

This policy will be posted in the workplace and will be reviewed annually in accordance with the Occupational Health & Safety Act.

A handwritten signature in blue ink, appearing to read "Terry McLaughlin", is written over a horizontal line.

Terry McLaughlin  
President

January 3, 2024

Date