

1.1 POLICY STATEMENT

South Central considers the Environment and the Health and Safety of all to be the base upon which all operations are set. South Central recognizes that all workers have the right to a safe and healthy work environment and therefore protection of such is the guiding principal of all operations at South Central.

South Central shall meet or exceed the regulatory requirements, policies and procedures as they apply to each work area and ensure that all employees are instructed and abide by these requirements. South Central is aware that it is the right of all workers to work in a safe and healthy environment as outlined by the regulatory requirements.

South Central will develop and maintain a safe work environment, a well-trained work force and employee safety awareness. In so doing we are confident that the overall goal of an injury and accident free workplace will be obtained.

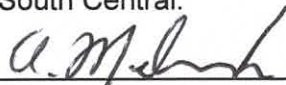
All contractors, sub-contractors and independent operators are required to know, understand and comply with the Occupational Health and Safety Act and all applicable Regulations as well as the South Central Health & Safety Management Program and any relevant procedures.

All South Central employees are required to know, understand and comply with all legislative requirements including the Occupational Health and Safety Act and applicable Regulations, as well as company policies and procedures and will receive ongoing safety training. Workers are required to report any unsafe acts or conditions, report any injury, incident or near miss to their supervisors immediately. All employees are expected to contribute to the development and implementation of the Health & Safety Management Program and work safely at all times.

Supervisors will ensure that the safety program is implemented at the field level, providing necessary training, information and direction. They will participate in and ensure that all Joint Health and Safety Committee activities are completed and ensure that the workplace is audited on a regular basis.

The Safety Manager will establish, implement and revise the Health and Safety Management Program and hold Supervisory Staff accountable for its implementation. The Safety Manager will report and review with Senior Management the Health and Safety Management Program yearly, make all revisions necessary and provide the necessary training instruction and assistance to the supervisory staff.

Senior Management is committed to providing a safe and healthy work environment. In substantiation of my commitment to Health and Safety, I insist that accident prevention and the protection of the Health and Safety of all workers is a top priority in all aspects of every project conducted by South Central.



Andy Melnyk
Senior Director
January 2019

1.2 WORKPLACE VIOLENCE & HARASSMENT POLICY STATEMENT

South Central is committed to the safety and security of our workers while at work. Management recognizes that it is the right of all employees of South Central to work in a violence and harassment free environment. It is the policy of this company to ensure that all reasonable steps are taken to prevent incidents resulting from acts of workplace violence and harassment.

South Central has implemented standards of care designed at promoting violence and harassment awareness, specifically acknowledging the impact of such behaviour in the workplace and the effects to victims of violence and harassment. The purpose of this policy is to ensure that:

- Individuals understand the definitions of Workplace Violence and Harassment;
- Individuals understand the effects of Workplace Violence and Harassment;
- Individuals understand their rights to report any act of Workplace Violence and Harassment;
- Individuals understand the consequences for contravening this policy.

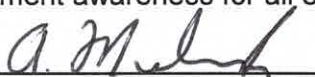
In addition, this policy will provide the provisions for a specific program;

- **Assessing** the workplace for actual and potential risks associated with Workplace Violence and Harassment;
- **Establishing** written measures and procedures designed to reduce and control the risk of Workplace Violence and Harassment.
- **Provide** information to individuals indicating measures and procedures for reporting and investigating incidents regarding Workplace Violence or Harassment.
- **Provide** assistance to workers who have been victimized by acts of Violence or Harassment in the Workplace.
- **Provide** a system for responding to acts of Violence or Harassment in the Workplace.

Our company has implemented procedures that are to be followed in the event an incident involving workplace violence or harassment is reported or discovered. These procedures will ensure that the circumstances are promptly investigated and resolved in a timely manner.

Workplace violence or harassment will not be tolerated by any persons employed in our workplace(s). This policy also applies to contractors, subcontractors, visitors, agents or other persons otherwise performing services for our company. Managers, supervisors, workers, contractors, subcontractors, visitors and/or other agents are accountable to the company owner for compliance of this policy. This policy will be reviewed on an annual basis by management, and changes will be implemented as required.

In addition to my commitment to health and safety, I am committed to the prevention and control of violence and harassment in the workplace, as well as the promotion of violence and harassment awareness for all employees of South Central.

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

Andy Melnyk
Senior Director
January 2019

1.3 RETURN TO WORK & RE-EMPLOYMENT POLICY STATEMENT

South Central management is committed to the safe return to work for any workers who have sustained workplace injuries while employed by South Central. Through the return to work program, South Central will provide gainful employment to workers in the event of a disabling workplace injury.

Supervisors are responsible to participate in the implementation of the RTW program where and when it is required. Once a worker has been placed on the RTW program, the supervisor will be responsible for follow-up with the program, constant communication with the worker, and updating the safety manager, where required.

The RTW program has two main functions:

1. To prevent workers from losing time due to workplace injuries (achieved through the use of the WSIB Functional Abilities Form, provided at the initial stage by the treating medical physician.
2. To return workers to gainful employment as soon as medically authorized through permanently modified work or temporary modified work.

Workers are responsible to report all workplace injuries or incidents to their immediate supervisor. Workers are also responsible to ensure all medical visits are reported to the employer and applicable forms are filled out and returned to the employer, health care practitioner or WSIB, where required. Workers are expected to participate in the RTW program with their supervisor, and ensure active two-way communication to ensure the success of the RTW program.

All managers, supervisors and foremen will receive copies of the RTW program and participate in an orientation and instructional training session to ensure full understanding of the RTW program. In addition, all South Central employees will be made aware of the RTW program during their orientation/training session and the review of the Employee Safety Guidelines.

In addition to my commitment to health and safety, I am committed to ensuring an early and safe return to work for any worker suffering from a disabling workplace injury.

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Andy Melnyk
Senior Director
January 2019

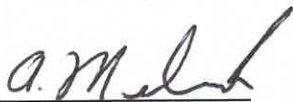
1.4 ENVIRONMENTAL POLICY

Chemical Commitment Statement

South Central is committed to taking every practical precaution towards ensuring that products do not present an unacceptable level of risk to employees, customers, the public or the environment.

Written procedures, protocols, and methodologies will be established to define responsible development, introduction, manufacture, transportation, storage, handling, distribution, use and ultimate disposal of chemicals and chemical products to minimize and eliminate, where possible, adverse effects on the health and well-being of humans and on the environment.

- All effort will be made to prevent pollution of the air, land, or water in and around the construction site by all contractors/subcontractors, consultants, workers, supervisors, and trade contractors.
- All chemicals brought onto the site must be in secure containers, properly identified, labelled and complete with MSDS's. All spills must be reported immediately to the site office or the site safety professional.
- No chemicals, oil or contaminated water are to be disposed of down any municipal drains.
- Waste Management – all work and storage areas must be kept tidy and waste segregated and removed on a regular basis. Recycling protocols will be practised.
- Noise and vibrations – ensure all vehicles are used in a manner bearing in mind special considerations such as time of day, weekends, noise levels and surrounding residential areas.
- Ensure equipment is serviced and maintained on a regular basis to minimize leaks, air pollutants, etc.
- Practice conservation by turning off machinery, switches and other power sources when not in use.



Andrew Melnyk
Senior Director
January 2019

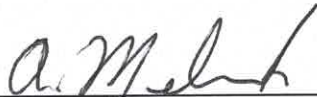
1.5 MANAGEMENT REVIEW POLICY

South Central management is committed to implementing, promoting and maintaining a strong and effective health and safety management system. South Central management will conduct a review of the health and safety management system to ensure continual improvement by evaluating the suitability, adequacy and effectiveness of the health and safety management program.

At minimum, management will review the program on a yearly basis. Where deficiencies or areas for improvement are found, a continual improvement plan will be created in order to correct the deficiencies and elevate the safety program.

South Central management will set health and safety goals and targets in order to improve and maintain a proactive and successful health and safety program.

Continuous improvement plans, corrective actions, and company successes will be communicated to all employees. Management is committed to work together with all employees to ensure that the health and safety management system is beneficial, successful and integral to the success and well-being of all employees and of the Company.



Andy Melnyk
Senior Director
January 2019