

Health and Safety Policy

Rutherford Contracting Ltd. is committed to providing a safe and healthy work environment for all personnel entering our projects including: employees, subcontractors and visitors to ensure the prevention any workplace related injuries or illnesses.

It is the Health and Safety policy of this company to:

- Comply with the requirements of Occupational Health and Safety Act and its corresponding Construction Regulations;
- Provide health and safety education, training and equipment to employees to better ensure they work safely;
- Employ safe work practices at all times; recognize and correct unsafe work conditions or practices when they exist;
- Encourage and enforce safe work practices on those working with us; provide a means by which all workers can report unsafe work practices without fear of repercussion, as well as contribute to the improvement of current work practices;
- Make each and every employee accountable for his or her individual role and responsibility for safety; active participation and compliance with set standards are mandatory
- Respect and encourage an employee's right to a safe and healthy workplace;
- Promote and encourage safety awareness, worker health, cooperation and team building
- Work in the spirit of consultation with workers

As a condition of employment or contract with Rutherford Contracting, employees and subcontractors agree to abide by our Health and Safety policy. Any worker including a sub trade worker, visitors and guests who do not abide by the terms of our Health and Safety policy, will be: reminded of the rules and regulations; warned about further disregard for safety; reprimanded for unsafe or dangerous behaviour; or asked to leave the site either temporarily or permanently.

Rutherford Contracting is dedicated to reviewing Occupational Health and Safety objectives to ensure continual improvement across the company. This will be done through evaluation of effectiveness and corrective and preventative actions.

The success of our company is not only measured in dollars and cents, but also by the health and well being of our employees, co-workers, colleagues, and their families.

A handwritten signature in blue ink, appearing to read "Ryan Scott".

Ryan Scott, B.Eng
President

Written: April 2002
Revised & Re-Issued: January 3, 2022