



OCCUPATIONAL HEALTH and SAFETY POLICY

Each individual is responsible for safety and has the duty to take immediate, appropriate, and effective action on any safety related matter. This is called the Internal Responsibility System which is an integral component in today's working world to help maintain the OH&S management system.

Accident prevention is an integral part of every job and the safety and well-being of each individual is deemed to be of paramount concern. Everyone has a personal responsibility to come to work fit for duty and to work safely.

Our Commitment

- ✓ We will comply with current applicable OH&S legislation and all other requirements which our organization subscribes to.
- ✓ We will establish, implement and maintain an effective OH&S management system which will be reviewed by senior levels of management.
- ✓ We will establish objectives, targets and programs to enhance our OH&S management system and review them regularly at management review meetings.
- ✓ We will establish the roles and responsibilities of all employees and ensure that they are being put into practice.
- ✓ We will communicate to all employees, visitors and subcontractors with the intent that employees are made aware of their individual OH&S obligations.
- ✓ We will review our policy and procedures periodically to ensure that it remains relevant and appropriate to the organization and that it remains current to changes in the OH&S legislation.
- ✓ We will document, implement and maintain all records and policies regarding the OH&S management system.
- ✓ We will commit to prevention of injury and ill health by eliminating hazards and reducing OHS risks.
- ✓ We will provide and maintain a safe and healthy working environment for our employees and partners to the best of our abilities.
- ✓ We will ensure that employees are fully competent to execute their duties and responsibilities through training, information and instructions given.
- ✓ We are committed to involving and consulting our employee's and worker representative(s) in the development of policies and procedures.
- ✓ We will make the policy available to all interested parties including the public.
- ✓ We will report health and safety events and initiate corrective and preventative actions.
- ✓ We will strive for continual improvement of our OH&S management system and our health and safety performance by setting goals and targets, monitoring our performance and acknowledging success.
- ✓ We will hold Managers, Supervisors, Workers and subcontractors accountable to their responsibilities under the OSHA and company policies to maintain a committed effort to protect the health and safety of all workplace parties.

A handwritten signature in blue ink, appearing to read "E. Spencer Fox, III".

E. Spencer Fox, III, President

January 2, 2020
Date



ENVIRONMENTAL POLICY

E.S. Fox Limited is committed to a clean, safe and healthy workplace and environment. All aspects of our business are managed in a safe and environmentally responsible manner in accordance with the principles set forth in this policy. We reaffirm our commitment through environmental stewardship and protect the well-being of our employees, customers and the public, both now and in the future.

PRINCIPLES

Engage Management, Employees and Subcontractors with appropriate communication and training to raise awareness of our shared environmental commitments. Each and every one of us has a role and responsibility in achieving these commitments and in protecting the environment.

We Shall Continually Promote Improvement of our environmental performance through our enhanced environmental management system and the diligent maintenance of our ISO 14001 certification.

We Forge Strong and Open Communication, information and dialogue with our employees, contractors, suppliers the public and community.

Prevent Pollution and Minimize our Environmental Impact that is appropriate to the nature, scale and environmental impacts for our best practices, processes and products. We will optimize the use of resources by reducing, reusing, and recycling energy, raw materials, utilities, by-products and using sustainable resources where possible.

We Will Comply, if not exceed all applicable environmental legislation, regulations, compliance obligations, and other mandated requirements set forth by the Federal, Provincial and Municipal Government.

We Shall Document, Implement and Maintain our enhanced Environmental Management System and our Environmental Policy continually to ensure total compliance.

We will set Environmental Objectives, Targets, Programs and monitor our performance and take corrective and preventative measures when required.

A handwritten signature in blue ink, which appears to read "E. Spencer Fox, III". The signature is written in a cursive style and is located in the lower-left quadrant of the page.

E. Spencer Fox, III, President

January 2, 2020
Date