



## Organizational Health, Safety and Environmental Policy

Environmental 360 Solution Ltd. and its wholly owned subsidiaries (“E360S” or “the Company”), has ongoing commitment to ensure the physical, psychological, and social well-being of every worker, sub-contractor, visitor, and member of the public whenever we perform our duties while ensuring that business practices protect our environment.

E360S is committed to creating a health and safety and environmental goal is to have zero injuries in the workplace and zero incidents. As such, we recognize that E360S employees are our greatest asset in assessing, correcting, and executing safe and best practices.

Management of Environmental 360 Solutions Ltd. believes there is nothing more important than the Health and Safety of our employees. We are committed to providing a safe and healthful work environment that meets or exceeds regulatory requirements, and to strive to eliminate hazards, which could result in personal injury, occupational illness, fire, security losses and property or environmental damages.

Our Internal Responsibility System (IRS) holds all employees (working for, on behalf of, or with E360S) responsible and accountable for taking the steps necessary to develop and maintain a healthy and safe workplace. It helps reinforce the proactive evaluation of risks and hazards plus the taking of all reasonable precautions to prevent occupational illness and injuries. In addition to ongoing review, this Internal Responsibility System requires the complete and active participation of every individual, everyday both on and off Company premises.

Responsible management at E360S means that we recognize the right of employees to work in a safe and healthy environment and we commit to providing such an environment through our Health and Safety Program. It is the responsibility of management across all levels of E360S to continuously demonstrate a commitment to safety through visible and consistent communication and involvement. Managers and Supervisors must ethically uphold this commitment in their daily decision making and actions. Management must also be committed to providing clear expectations, the resources and working environment necessary to achieve those expectations, plus the ongoing review and feedback required to reinforce employee accountability and drive improvements.

It is the duty of all E360S employees to know and understand E360S’ Health and Safety Policy and all relevant procedures and legislations. It is also the responsibility of all employees, contractors, and visitors to protect their health and safety and environment of their colleagues and others at or near the workplace. Employees shall cooperate with E360S policies and anyone exercising a duty imposed under OH&S legislation by following instructions and training, reporting hazardous conditions, and properly using all safety equipment, devices and/or clothing.

Contractors are responsible for ensuring they follow the health and safety policies of The Company and/or the prime contractor on site, follow provincial OH&S regulations, have the appropriate safety training and skills for the work that they will be performing on site including appropriate Personal Protective Equipment (PPE) and have Workers Compensation coverage (in good standing).

At E360S, we foster an approach of performing tasks safely without exception. We support the efforts of our Managers, Supervisors, and Health and Safety Committees and know that a safe workplace is achieved through consultation and co-operation between management and employees. E360S also recognizes the importance of accident prevention and the quality of working life as essential components of the business operations. As such, we empower individuals to actively participate in our Health and Safety Program.

All applicable legislation and regulations are to be accepted as E360S’ minimum standards. We will set additional standards of excellence by not only meeting legislated standards, but by exceeding them wherever practical. The quality of all E360S policies and practices will be continuously enhanced through frequent review, communication, and training at all levels.

By ensuring that E360S is united in the protection of its employees and environments, we can all support a workplace where our health and safety programs become the industry standard.

Sincerely,

*Nino Curcione*

Nino Curcione  
Vice President of Health and Safety  
Environmental 360 Solutions Corporate  
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Operations Manager