



## Raw Materials Company Inc. Occupational Health & Safety Policy

Raw Materials Company Inc. currently operates a battery recycling plant in Port Colborne, Ontario, with warehouses in Port Colborne, ON and Buffalo, NY, providing industrial waste services. Raw Materials Company Inc. is committed to the health, safety and welfare of our employees and all people affected by our operations.

Raw Materials Company Inc. is committed to the prevention of all injury and ill health and to the continual improvement of our Occupational Health and Safety (OH&S) management and performance. Raw Materials Company Inc. will work diligently to pursue best practices in Occupational Health and Safety and at all times strives to comply with applicable health, safety Legislation and Regulations in order to achieve our goal of zero illnesses and fatalities, and reduce injuries per employee.

Raw Materials Company Inc. shall review on an annual basis all of its OH&S programs for their effectiveness and legislative compliance.

Raw Materials Company Inc. utilizes an Internal Responsibility System (IRS), which defines everyone's responsibility in the workplace; both employees and employers are responsible for safety and for the safety of co-workers.

All employees, including Senior Management and Supervisors, shall receive ongoing training about their health and safety responsibilities, and shall be individually accountable for fulfilling their responsibilities. The company shall also ensure that all corporate legal responsibilities are met.

Every employee and contractor must protect his/her health and safety by following all legislated work practices and procedures. It is the responsibility of employees and contractors to report all unsafe or unhealthy work conditions. Disciplinary actions may be taken to assure that employees comply with safe and healthy work practices.

Supervisors shall be held accountable for the health and safety of workers under their supervision. Supervisors are responsible to ensure that equipment is safe and workers follow safe work practices.

Raw Materials Company Inc.'s Health and Safety Department shall conduct inspections to identify and evaluate unsafe conditions and work practices. These inspections shall take place regularly or whenever new or previously unrecognized hazards become known to Raw Materials Company Inc. These inspections are in addition to the everyday safety and health checks that are a part of routine duties.

Joint Health and Safety Committee meetings will be held regularly to open communication between workers and management. This will allow for consultation and co-operation between the different levels of the company. Meetings will review inspections, incidents, on-going business, and assign responsibility to the solutions agreed upon.

Raw Materials Company Inc.'s commitment to health and safety shall form an essential part of the organization's growth and is in the best interest of all parties in every activity.

*A healthy and safe workplace is everyone's responsibility!*

  
James Ewles  
President

August 2023  
Date