



January 1, 2021

## **HEALTH AND SAFETY POLICY**

Safety Always™

GeoSolv Design/Build Inc (GeoSolv) is firmly committed to providing a safe, healthy, and environmentally responsible workplace for all employees, subcontractors, visitors, and any person(s) who may be affected by the work of our company. We shall conduct our business in a manner that eliminates or minimizes hazards, puts accident and injury prevention ahead of profits, and ensures that our employees return safely to their families every evening.

GeoSolv commits to providing training as required to our management, supervisors, and workers. We commit to conduct our business in compliance with all Occupational Health, Safety, and Environmental Legislations. GeoSolv commits to providing a Health and Safety Program, yearly review, ongoing monitoring, and implementation of revisions through the management and all other workers' joint participation in the continuous improvement to our safety culture.

GeoSolv acknowledges the Rights of workers, to Know the procedures and safety requirements as it pertains to our work, to Participate in our Health and Safety Programs and training, and to Refuse work that they feel to be unsafe, allowing us to address the issues and correct the situations. Workers will not be reprimed against for bringing forth any Health and Safety concerns to our company.

GeoSolv Design/Build Inc. does not accept or condone any Workplace Violence or Harassment in our workplace; consequences will be immediate and strict.

Safety is about respect for our workers and self-respect from our workers. Each employee and subcontractor of GeoSolv is held to the expectation that they will work in compliance with this program and all regulations. They will have the self-respect to Speak Up! when they are unsure of their work tasks when they observe a hazard or a fellow worker working unsafely. We are all a team here at GeoSolv, and safety works best when we all work safely together.

I trust you to join me in a personal commitment to always working safely.

Sincerely,

A handwritten signature in blue ink, appearing to be "Mark Tigchelaar". The signature is stylized and fluid.

Mark Tigchelaar  
President, GeoSolv Design/Build