



## **Xtraction Services Holdings Corp.**

### **HEALTH AND SAFETY POLICY**

***Dated: March 2020***

Xtraction Services Holdings Corp. and its employees and subcontractor employees are responsible for fully complying with all health and safety standards and regulations in the implementation of the Health and Safety Program, worksite inspections, accident/incident investigations and in the continuous improvement of the program.

Xtraction Services Holdings Corp. is responsible for providing and maintaining a safe and healthy work environment for all persons engaged to work at all company worksites. The management team will provide active leadership and support for occupational, health, safety, fire protection and loss control. The policy objectives will be achieved through:

- Meaningful involvement and participation of all employees
- The provision of safe and appropriate equipment and conditions at the forefront of daily operations,
- The right for an employee to refuse to perform dangerous or unsafe work,
- Training employees to carry out their jobs safely and productively. No employee will be permitted to commence a job without the requisite training,
- Investigating the causes of accidents and incidents, and developing effective and immediate preventative and remedial action,
- The development, maintenance and review of practices and procedures,
- Emergency preparedness to minimize losses or injury arising from an incident or unforeseen event,
- The monitoring, reporting and evaluation of our Health and Safety Performance
- Promoting the health & Safety Policy as a way of life in all aspects at our mines, project work sites and in family and local community.

All personnel are ultimately responsible for their own safety by complying with and following legislative, company and industry standards. Xtraction Services Holdings Corp. is committed to achieving accident prevention objectives and goals by establishing, practicing and preserving the highest standard of health and safety by meeting or exceeding all applicable laws, regulations and industry standards. The goal is to have zero lost time accidents and superior safety and occupational health management.

The success of our safety and loss prevention program requires dedication, commitment and active involvement of all personnel working together to achieve this common goal.

Our commitment is to Safety First.