

<b>Wm.</b> <b>GROVES</b> LIMITED	Date: January 3, 2020
	Authorized By: James W. Groves, President 
Health and Safety Policy Statement	
Last Reviewed: April 24, 2018 Next Review Date: January 3, 2021	Page Number: 1 of 1

## HEALTH & SAFETY POLICY STATEMENT

Wm. Groves Limited is committed to achieve a goal of “Zero Harm” for employees and our customers. All workers have the right to work in a safe and healthy workplace.

We expect all workplace employees, subcontractors, suppliers, consultants and other business partners who conduct work for our company to achieve this safety goal each and every day.

Commitment to the Health and Safety program is an integral part of our company. Senior Management is committed to maintaining safe and healthy working conditions for all of our job sites.

Management is committed to provide leadership to continuously improve our safety program and reduce the risks of injury by meeting the legislative obligations of the Occupational Health and Safety Act.

Wm. Groves Limited is committed to providing a safe workplace for all of its workers.

We recognize that all workers have the right to work in a safe and healthy environment, consistent with the *Occupational Health and Safety Act*, the *Regulations for Construction Projects* and any other applicable legislation.

All Managers, Supervisors, Superintendents and Working Forepersons are accountable for the health and safety of workers under their supervision.

Performing everyday tasks safely, with knowledge through the recognition of potential hazards, thoughtful planning and individual responsibility will ensure our actions do not result in unsafe conditions.

Every worker must protect his or her own health and safety by working in compliance with the Occupational Health and Safety Act and following safe work practices and procedures established by our company.

Each worker is encouraged to report any unsafe conditions to the JHSC representatives. Our Joint Health and Safety Committee meet monthly to inspect, discuss and make recommendations to Management on safety improvements.

Wm. Groves Limited is committed to encourage continuous improvement of the Health and Safety. As President, I support and encourage the involvement and feedback from our employees to be fully engaged in our safety culture development.

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Will Groves - President  
 Wm. Groves Limited