

OCCUPATIONAL HEALTH & SAFETY POLICY

I. H. Mathers is committed to providing a healthy and safe work environment for our employees and other workers under the control of I. H. Mathers and to integrating that commitment into everyday work activities.

As an organization I. H. Mathers is committed to:

- the prevention of injury and ill health
- providing a framework with its OHS management system and OHS policies to achieve OHS objectives
- continual improvement in OHS management and OHS performance compliance with all applicable legal requirements and other applicable OHS requirements.

Management and employees will share the responsibility for the implementation and maintenance of occupational health and safety initiatives. All levels of management will cooperate with the Joint Occupational Health and Safety Committee.

Managers and supervisors are responsible for ensuring:

- they take an active role in safety and promote a healthy safety culture
- employees conduct their work in a manner that supports this policy
- employees receive adequate training supporting safe work practices/procedures
- re-enforcement of safe work practices
- equipment and facilities are safe

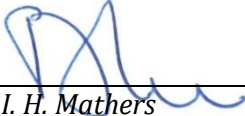
It is the duty of employees to:

- support the health and safety policy
- take an active role in identifying and using all the safety rules, instructions, PPE, equipment, and procedures
- immediately report accidents, incidents, hazards, near misses or any unsafe act to your supervisor

Safety is an integral part of our business. It is a shared responsibility; all management and staff are accountable for the health and safety of themselves and co-workers.

Employees are encouraged to bring forth any suggestions or concerns that support our joint pursuit of safety excellence.

To ensure this policy continues to meet our needs and in the spirit of continual improvement, I. H. Mathers commits to reviewing this policy annually.



CEO, I. H. Mathers

January 5, 2024
Dated