

1. HEALTH AND SAFETY POLICY

Newtz is committed to a health and safety program that will:

- safeguard the physical, psychological and social well-being of its personnel.
- protect the safety of clients, property, unaffiliated workers on site, and persons in the vicinity of the work site when identifiable and controllable work induced hazards are present.

With enthusiasm for accident prevention, Newtz is determined to reduce the number of injuries and illness to an absolute minimum. Its goal is a reputation for ZERO accidents incidents and injuries.

Newtz Health and Safety Program involves:

- Providing mechanical and physical safeguards to the maximum extent possible.
- Conducting assessments and inspections to identify and eliminate unsafe working conditions and practices, to control hazards, and to uphold program standards at every job.
- Training Newtz personnel in consistently excellent quality health and safety practices.
- Developing and adhering to health and safety rules.
- Investigating accidents or incidents, identifying and implementing corrective actions.
- Protecting the environment in all aspects of Newtz operations.

Newtz recognizes that roles, rights and responsibilities for health and safety are diverse:

MANAGERS AND SUPERVISORS

- **LEAD AND ENDORSE** this program, it's policies and applicable Occupational Health and Safety legislation.
- **PROMOTE** a high value on safety and health in themselves and in those with whom they interact, ensuring that all operations are performed with the utmost regard for the safety and health of all involved.

WORKERS AND CONTRACTORS

- **PARTICIPATE AND COOPERATE** with this program, it's policies and be familiar with Occupational Health and Safety legislation.
- **EXERCISE** your right to be informed of hazards and to refuse dangerous work without repercussions; approach tasks with the utmost regard for your safety and the safety of those around you.

Approved this 15th day of April 2026 by:



Nathan Highmoor, President



Andrea Highmoor, Vice President

REFERENCE: [Occupational Health and Safety Act](#): Part 1, Sections 3(1), 4, 5(1)