

Health and Safety Policy Statement

2020

The health and safety of employees and the general public is a core value of PUC Services Inc. (PUC). We are committed to continual improvement of the health and safety management system and will utilize a framework for setting and reviewing clear objectives and targets for corporate health and safety management. Our goal is zero work related injuries and illnesses.

To achieve these objectives, PUC promotes incident reporting and takes all reasonable measures through its risk management process to identify hazards, eliminate or minimize risks and comply with all applicable occupational health and safety legislation. PUC endorses the Internal Responsibility System and the Joint Health and Safety Committee structure including their annual review of this policy, and supports the resolution of health and safety concerns through the participative process.

PUC staff performs work in environments where a temporary lapse in concentration, focus and/or judgment could result in immediate serious injury, harm or death. The Company believes that maintaining a drug and alcohol free workplace and minimizing workplace incidents are crucial steps to ensure that our environment, employees and the families and communities that depend on them, remain safe.

PUC is committed to providing effective workplace training including the communication of this policy to all workers. The appropriate industry standards and safe practice guides are adopted as the company's minimum standards. Industry best practice is the company's objective. We recognize that every member of the organization has the right to work in a safe and healthy workplace and has a role and responsibility in achieving our health and safety goal of zero injuries and illnesses.

PUC seeks opportunities with our stakeholders to protect and continuously improve the health and safety program and will make this policy available to interested parties.

Joint Health and Safety Committee Recommended



November 20, 2019
DATE

[Signature]
COMMITTEE CO-CHAIR UNION

[Signature]
COMMITTEE CO-CHAIR MANAGEMENT

Nov. 22, 2019.
DATE

[Signature]
PRESIDENT & CEO