

# HEALTH AND SAFETY POLICY STATEMENT

## LEADING WITH SAFETY CREATES THE DIFFERENCE

Barclay Constructors Limited (hereinafter, "Barclay") is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health of all employees. This commitment is the foundation of our core values and culture. These values will not be compromised in the pursuit of attaining our business objectives. We shall continuously build on our resolute commitment to workplace health and safety in order for Barclay to accomplish its goal of becoming the safest workplace possible for our employees, subcontractors, clients and the general public's interest.

Barclay Employees/Subcontractors are committed to the following:

### Healthy and Safe Workplace

Commitment and unwavering vigilance to a healthy and safe workplace is an essential component of Barclay. Together we shall work to ensure a safe workplace environment, occupational health and successful implementation of these principles.

### Expected to Carry Out Activities Safely

All employees and subcontractors are expected to carry out their activities safely by eliminating hazards and reducing occupational health and safety risks, regardless of perceived urgency or importance of the task at hand.

### Accountable Relative to Health and Safety

It is the responsibility of all employees and subcontractors within Barclay to consider health and safety in every activity and decision, as each shall be held accountable for his or her actions relative to health and safety.

### Legislation Compliance

All employees and subcontractors shall comply with current occupational health and safety legislation and all other requirements which our organization subscribes to, including all rules and regulations set forth by our clients which will be respected and adhered to, and be considered part of Barclay's Safety Policy.

### Timely Reporting

All employees and subcontractors shall immediately report all injuries, incidents, collisions, near misses, unsafe acts/conditions, regardless of how minor or incidental, to their direct supervisor or other appropriate Barclay management representative.

### Health and Safety Management System

All prescribed documents required within Barclay's Health and Safety Management System will be documented, implemented and maintained.

Barclay's Executive Leadership Group is committed to the following:

### Stakeholder Involvement

Barclay recognizes that all employees and subcontractors have the right to work in a safe and healthy workplace. We do this by using best practices, following legal requirements, and eliminating hazards as well as reducing occupational health and safety risks by consultation, participation, and collaboration with managers, supervisors, employees, subcontractors, joint health and safety committees, and health and safety representatives to protect the health and safety of all those that may be affected by our operations.

### Active Ownership Culture

Building a culture by driving ownership of health and safety at the individual, managerial and organizational levels, mentoring our people and actively encouraging participation in the development and implementation of our Health and Safety Management System.

### Following Legal & Other Regulatory Requirements

Meeting, and if appropriate exceeding, applicable laws and regulations (Federal, Provincial, Municipal) in the areas we operate, including the occupational health and safety responsibilities of all workplace parties.

### Engaged Business Integration

Managing and including health and safety considerations into short and long-term business decisions, and recognizing safety enhances efficiencies and productivity.

### Top-Notch Resources

Providing the best resources available to implement health and safety management systems to identify, assess, control, and remediate risks.

### Yearly & Continuous Improvements

Establishing metrics, measuring performance and setting goals for continuous improvement. Annually reviewing safety performance and adjusting as needed.



Allen Nagel, Vice-President, Operations

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