



MAINROAD GROUP HEALTH & SAFETY POLICY

Approved by: (name and title of approver) Peter Ashcroft, President	Company: Mainroad Group of Companies
Signature:	Issued: January 20, 2026

Mainroad Group of Companies and its management are committed to providing a safe and healthy work environment for all employees, contractors, visitors, related employers and others who may be affected by the company’s work activities on their worksites. Workers have the right to a safe and healthy work environment.

Management’s responsibilities are to ensure all companies in the Mainroad group:

- Commit to the prevention of injury and/or illness by evaluating, controlling and, where practical, removing hazards that could cause injury or illness.
- Comply with all OH&S legal, regulatory and other applicable requirements.
- Maintain effective Health and Safety Programs by setting objectives and monitoring performance.
- Encourage employee involvement in all aspects of the Health and Safety Programs.
- Provide the necessary resources to support the Health and Safety Program.
- Consult, cooperate and communicate with the workforce to continually improve safety performance and effectiveness of the health and safety program.
- Provide protection and maintenance of the health and safety including physical, psychological and social well-being of employees.

The Health and Safety Program is a shared responsibility between all Management, Supervisors, Workers and Contractors. Everyone will commit to these responsibilities by ensuring:

- Full participation and cooperation at all levels to ensure the program is a success.
- Supervisors are setting a good example by being aware of and promoting the health and safety activities addressed in the program.
- Supervisors are properly instructing workers on safety to ensure the workers and sites under their responsibility adhere to all aspects of the Health and Safety Program.
- Workers follow all aspects of the Health and Safety Program, provide feedback for improvement of the program, and report hazards or concerns to their supervisor.

Safety is the right and responsibility of everyone. All personnel in our organization including management, permanent or part-time employees and contracted individuals are responsible and accountable for their own safety and the safety performance of the Mainroad Group. Everyone must protect their own health and safety by working in compliance with OH&S legislation, and the laws of the jurisdiction where they are employed and abide by Mainroad Groups’ Health and Safety Management system.

This policy and key components of the Health & Safety Program shall be reviewed annually.