Beamish Construction Inc. (Beamish) is committed to providing a safe and healthy work environment for our employees, customers, and contractors. We expect our business operations to extend the safe operation of our sites to members of the public who may interact with our business performance. This would extend to the conduct and care provided by our business partners or contractors.

The company recognizes that every worker has the right to a safe and healthy work environment. Beamish will work collaboratively with all stakeholders to ensure that every reasonable precaution is taken to protect all employees.

Senior Management is committed to setting objectives and reviewing Occupational Health and Safety performance throughout its business operations. It will include a process for the continual improvement of the Occupational Health and Safety Management System.

Managers and supervisors are expected to support the implementation of the Occupational Health and Safety Management System in their tasks and comply with the legislation applicable to the health and safety of workers under their supervision, including subcontractors. They are equally responsible for ensuring that machinery, equipment, and tools are safe for use and their intended purpose and that workers participate, where appropriate, to establish and follow safe work practices and procedures.

All employees must only perform work for which they have received the proper training and that are authorized to do so. Every employee is expected to work in compliance with the Occupational Health and Safety Act (OHSA), the Regulations that are enacted and that apply to the work being performed.

All employees shall follow company policy, the company's safe work practices and procedures or the industry best practices (as applicable). Workers will report any hazards or unsafe conditions they are aware of to their supervisors without undue delay.

Commitment to health and safety is an integral part of this organization.

Sincerely,

Michael Andrighetti

X *Michael Andrighetti*

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Vice-President, Beamish Construction Inc.

2025 – 01- 30

Approval Date (YYYY-MM-DD)