



## Health and Safety Policy Statement

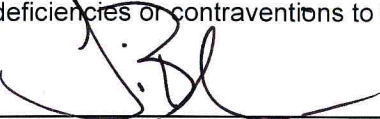
The Senior Management Team of Reid's Heritage Construction (RHC) is vitally interested in the Health and Safety (H&S) of all of its Team Members. A major ongoing objective is to protect its Team Members from workplace injury or illness including workplace violence and harassment. The Senior Management Team aspires and pledges to be the best and will make every effort to provide a healthy and safe work environment. All Team Members including workers/employees, supervisors, managers, contractors and sub contractors must be equally committed and dedicated to the objective of reducing the risk of injury or illness including workplace violence and harassment. To that end we are professional in all that we do and safety and accident prevention will not be sacrificed for the sake of expediency.

As an employer, RHC is ultimately responsible for Team Member H&S. As part of the RHC Senior Management Team, managers and supervisors are legally required to take every reasonable precaution to protect employees/workers from harm. Relevant laws, legislative requirements, safety policies and work practices will serve as the minimum acceptable standard of RHC.

To support this commitment both the RHC Senior Management Team and its Team Members share a joint responsibility to implement and maintain an Internal Responsibility System directed at reducing and preventing incidents or accidents resulting in occupational injuries, diseases and illnesses, including workplace violence and harassment. All Team Members will take personal ownership and responsibility and report H&S hazards or safety concerns to their supervisor or direct report.


RHC managers and supervisors, or any Team Member who supervises another employee/worker, are responsible and accountable for the H&S of employees/workers under their supervision. In addition, supervisors must ensure that machinery and equipment is safe and that workers/employees follow established safe work practices and procedures. Team Members will be trained and encouraged to respect one another in the workplace, to follow safe work practices, and to use and wear appropriate safety equipment as required for the specific work task they have been assigned.

H&S is a daily routine and mindset and is part of our "Core Values". H&S has become an essential part of RHC's organization from the Senior Management Team to all of its Team Members. Additionally, every RHC Team Member must protect their own H&S by adhering to the Occupational Health and Safety Act and applicable Regulations, the Workplace Safety Insurance Act and the RHC Health and Safety Program. Specific legislation will be referred to throughout the Safety Program elements or in RHC Safe Work Practices and Procedures. Appropriate, firm and consistent response will be taken when H&S deficiencies or contraventions to the H&S Program are noted.

  
\_\_\_\_\_  
CEO

*Tim Blevins*  
\_\_\_\_\_  
Name printed

Dated Aug. 4, 2011

  
\_\_\_\_\_  
President

*G. Grant Roughley*  
\_\_\_\_\_  
Name printed

Dated Aug. 4, 2011