HEALTH & SAFETY POLICY

R360 Environmental Solutions Canada (R360 Canada) is firmly committed to protecting the physical health and safety of our employees and the communities in which we operate in accordance with industry standards and compliance with applicable legislative requirements. We are committed to continual improvement toward an incident-free workplace through effective administration, education and training.

We are committed to the promotion of social and psychological well-being and the prevention of psychological harm including in negligent, reckless, or intentional ways. We believe that creating and sustaining a psychologically healthy and safe workplace is essential to the success and sustainability of our organization. We are committed to supporting a mentally healthy workplace through appropriate policies, programs, and services.

Senior Management/Management is responsible to fulfill these commitments and is accountable for ensuring that health and safety processes, programs, education and employee competency is incorporated into every aspect of our business. Management is also accountable for providing safe workplaces and equipment and support to the Joint Health and Safety Committees in the pursuit of their legislated responsibilities.

Manager/Supervisors are accountable for the execution and enforcement of Occupational Health & Safety Regulations and R360 Canada policies and procedures. They are further responsible for programs and training, safe operating procedures, safe work practices, and engineering requirements to ensure the competency of workers for all locations under their direction. Supervisors will immediately respond to any reported incident, injury or unsafe condition and investigate and mitigate same as soon as possible.

Employees are accountable for safely performing their job duties and all duties assigned in accordance with Occupational Health & Safety Regulations and R360 Canada policies and procedures. Employees must be fit for duty and deemed competent prior to performing work or operating equipment. Employees must immediately report all hazards, incidents, injuries, equipment/property damage and unsafe conditions to their Supervisor or any Management representative for immediate action.

All contractors, agency supplied personnel and visitors entering R360 Canada properties must abide by applicable Occupational Health and Safety Regulations and R360 Canada policies and procedures.

We recognize that a safe work environment can be established and sustained only through a united effort by all employees and that the assistance of each person is required. Safety is our number one operating value and will not be compromised in the pursuit of attaining our business objectives.

R360 Canada President
May 29, 2025