



Health and Safety Policy

The Management of PowerNorth Utility Contractors is committed to providing our workforce with an environment that revolves around occupational health and safety emphasizing workers' rights to a safe work atmosphere and to ensure communications at all levels of company operations regarding Health and Safety are provided. It is the responsibility of all employees, co-workers and sub-contractors to work in compliance with the act and report any incidents, near misses or contraventions to the act or PowerNorth's HSE system.

We are committed to:

- Implementing and sustaining a health and safety program that will provide our employees with a safe work environment
- Continued analyses of work site hazards and provide the necessary barriers for our workers to eliminate or control the hazards present
- Reporting and investigating all incidents
- Ensuring employees understand their roles and responsibilities and have the skills, knowledge and resources necessary to perform their duties

Our mission is to provide an increasingly safe and reliable workplace for all PowerNorth's Employees. PowerNorth has and will continue to place workers health and safety as a top priority. Health, Safety and Environment will always be in our foresight to improve and adjust our system to meet or exceed regulatory standards.

A handwritten signature in black ink, appearing to read "X N. Galien", written over a horizontal line.

Nick Galien
President



October 16, 2020