



HEALTH & SAFETY POLICY

PURPOSE:

The purpose of this policy is to show every Worker, Manager, Supervisor, Visitor, or Contractor that our company is committed to the prevention of work-related incidents and injuries and will do everything possible to provide safe and healthy working conditions. We will comply with all applicable local, regional and nationally legislated health and safety requirements as outlined by the Occupational Health and Safety Act and the Workplace Safety & Insurance Board.

SCOPE:

This policy applies to everyone who works at, in, or for STANCE HEALTHCARE INC.

RESPONSIBILITIES:

It is the responsibility of everyone to adhere to this Policy and to carry out the necessary functions outlined in the company's Health & Safety Manual, as it applies to their respective areas of responsibility.

The management of Stance Healthcare Inc. is committed to protecting the health and well-being of our employees from losses due to accidents, incidents and illness.

In an effort to fulfill this commitment, we will provide and maintain a safe and healthy work environment that is consistent with acceptable industrial standards. We will meet or exceed the legislated requirements, and we will strive to eliminate all foreseeable hazards including those which could result in the risk of fire, security losses, property damage, accidents, and personal illnesses or injuries.

Accidental loss can most often be prevented through effective management and active employee involvement. All employees, supervisors, and members of management, are responsible for prevention and minimization efforts, and for immediately reporting any accidents, incidents, or hazards, whether actual or potential, observed within our facilities.

Our Joint Health & Safety Committee is responsible for reporting and addressing concerns expressed by workers and ensuring that the management team is notified of any potential hazards. In line with our commitment to continuous improvement, the management team will give priority consideration to health & safety and loss prevention matters, as they are applicable to the design, operation and maintenance of the facility and equipment.

All contractors and sub-contractors are responsible for compliance with our health & safety policies, procedures, and standards of operation.

We trust that all of you will join us in our commitment to maintaining the highest possible health and safety standards so that we may all enjoy the benefits of an accident, injury, incident, and illness free workplace.