

SECTION I: MANAGEMENT INVOLVEMENT AND COMMITMENT

HEALTH & SAFETY POLICY

Safety is an integral part of DEXECO's operations, and is intended to protect our employees, clients, property, environment and the public.

With this in mind, DEXECO is committed to providing a safe and healthy work environment for all workers by the implementation of a Safety Program within its organization. DEXECO is committed to ensuring that all applicable legislation is incorporated into the Safety Program and to the consistent compliance with that legislation.

There are many costs to accidents and unsafe work practices. The greatest costs are human costs. By protecting our employees, we are also protecting their friends, families, fellow workers, management, the public and the environment from the far-reaching effects of serious accidents.

DEXECO's expectation is that every employee will perform his/her assigned responsibilities and duties with safety in mind. All employees are responsible for the development, and in ensuring the ongoing maintenance, of the Safety Program.

“The goal of the Safety Program is to have an accident-free workplace.”

Everyone employed by DEXECO is responsible for:

- *maintaining the Safety Program.*

Managers and Supervisors are responsible for:

- *identifying safety needs;*
- *communicating safety hazards;*
- *investigating hazardous conditions and accidents;*
- *providing training;*
- *ensuring employees, consultants and sub-contractors are wearing appropriate safety and personal protective equipment;*
- *ensuring all equipment is properly maintained and meets legislated safety standards; and*
- *ensuring their role is supported by encouraging input from all employees.*

Employees, contractors and sub-contractors who knowingly violate or wilfully disregard the safety rules contained in the Safety Program will be subject to disciplinary action, dismissal or legal action. In addition, the company may face legal action and fines for violations of regulatory requirements. Those individuals who do not fulfill their safety responsibilities will become accountable for any problems their negligence creates and may be liable under the law.

DEXECO is committed to ensure our Safety Program is reviewed annually and be updated as deemed necessary in order to ensure compliance with applicable Occupational Health and Safety legislation and regulations.



Dexter Cote, President

November 1, 2014