



## AFS Safety Policy

Safety is an integral part of our company's operation. AFS is committed to a strong Health and Safety Program intended to protect our employees, clients, property, and the environment from accident and/or incidents occurring on our projects. By ensuring we protect our employees we are also protecting their friends, families, fellow workers, the public and the environment from far-reaching effects of serious accidents. We are also protecting our ability to continue to do business and employ people. In addition to protecting lives, the AFS safety program contributes to employee morale and pride because our employees participate in identifying safety needs and developing safe work procedures and practices through participating in risk assessment, hazard identification & hazard controls. We work in collaboration and consultation with the employees for the management of the safety program.

AFS is committed to ensuring that all applicable legislation is incorporated into the safety program and to remain in consistent compliance with that legislation. Every person employed by this company is responsible for maintaining the safety management system and will be held accountable.

Managers, supervisors, and employees are all responsible for taking the necessary action to address identified safety needs, communicating any safety hazards, investigating hazardous conditions and accidents, providing training, supplying and/or wearing appropriate safety and personal protective equipment, and ensuring all equipment is properly maintained and meets legislated safety standards.

All AFS employees and others on our company worksites are responsible for obeying all safety rules, following recommended safe work procedures, wearing, and using personal protective equipment when required, participating in safety training programs and informing supervisors and each other of any unsafe work conditions. We recognize that all workers have the right to work in both a healthy and a safe environment. Everyone has the right and responsibility to refuse to do work when unsafe conditions exist.

By fulfilling our safety responsibilities, everyone who works for our company will share the benefit of a safe workplace.

Vice President: David VanLaar

Date: March 16, 2023

Vice President Signature: 