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Synterra Security Solutions LP

Health & Safety Commitment Policy Statement

Synterra Security Solutions LP is committed to providing a safe and healthy workplace for all of our employees and contractors.

Synterra Security Solutions LP believes that all injuries are preventable and that excellence in health and safety is key to our long-term success. Synterra Security Solutions LP is committed to compliance with any and all Federal/Provincial government agencies, regulations, The Act, and Industry Best Practices and will use audits to measure, share and improve our health and safety program.

I, Scott McIntosh, Vice President of Synterra Security Solutions LP am personally committed to taking every reasonable precaution for the protection of all workers.

Synterra Security Solutions LP will hold all levels of management accountable for providing a safe work environment and enforcing safe work procedures and practices. Management and Supervisors will lead and demonstrate their commitment to health and safety by example, and will ensure that all personnel responsible will have the necessary knowledge to work safely.

Supervisors will give health and safety the same priority as productivity, environmental issues or quality control. They must know and comply with all applicable occupational health and safety requirements. A supervisor is defined in the Occupational Health and Safety Regulation as "A person who instructs, directs, and controls workers in the performance of their duties." Any person regardless of title who meets this definition even temporarily has the responsibilities of a supervisor for the workers under their control.

Synterra Security Solutions LP will hold all employees and contractors accountable for the following:

- **Safe work procedures and reporting unsafe acts and safety incidents. We will ensure timely follow-up to safety incidents.**
- **Workers have a general responsibility for their own health and safety and that of other persons. In addition, they have a responsibility to refuse unsafe work. Discriminatory action WILL NOT be taken against them for refusing unsafe work.**
- **Employees from every area of the company, regardless of the position, will be encouraged to contribute to the company's health and safety program.**

Synterra Security Solutions LP encourages the involvement of all workers in the diversity of the program. We will provide support, training and promote the program to ensure that safety has the overriding priority. Employee cooperation and compliance with the health and safety program at Synterra Security Solutions LP is a condition of employment.

This policy will be reviews on an annual basis and will be revised as necessary.

Vice President: Scott McIntosh

Signature:

Date: January 2, 2019