

Environmental, Health & Safety Policy

1.0 Purpose

1.1 RGL Reservoir Management Inc. (RGL) is committed to ensuring the workplace is safe and free from recognized health and safety hazards, while implementing strategies to maintain our environment. Our Environmental, Health & Safety (EHS) System is designed to protect our environment, personnel, property, subcontractors, and the general public from occurrences that result in property loss or damage, and personal injury or illness. RGL is committed to taking steps that address the physical, psychological and social well-being of its employees. We are dedicated to taking actions that ensure the sustainability of our environment and prevent harm to our surroundings and neighbors.

Safety Comes First At RGL!

It's our vision.

It's about making a choice to do the right thing!



2.0 Responsibility

2.1 Senior management, managers, supervisors, employees, contractors and subcontractors, are all equally responsible and accountable for our safety objectives and culture. Active participation by everyone, every day, in every job, is necessary to achieve the safe work environment we all expect.

2.2 All RGL personnel are required to be aware of and comply with all applicable occupational health & safety legislation and RGL's environmental, health & safety programs, policies and practices.

3.0 Standards and Policy

3.1 Our overall objective is an injury, illness and incident free workplace. We can accomplish our shared goal through diligent loss control efforts and dedicated teamwork and continual improvement. Our success depends on taking ownership of our actions by doing the right thing and fostering positive relationships built on mutual trust and respect.

3.2 In fulfilling our commitment to *Target Zero*, to prevent incidents that impact the environment, injure people and damage property, RGL will provide and maintain a safe and healthy work environment. Senior management supports these objectives by providing the necessary resources, including proper safety equipment, training, positive workplace policies and comprehensive safe work procedures.

3.2 The EHS System incorporates a hazard and risk assessment program, which enables the identification and mitigation of risks, and promotes participation from personnel at every level. The program also supports a structure for a workplace free from substance abuse, harassment and violence.

3.3 The EHS System is continually developing and improving, in accordance with Occupational Health & Safety Regulations, Environmental Regulations, Industry Standards and Best Practices. We will continue to review and modify this policy to meet and/or exceed federal, provincial and municipal legislative requirements as much as is reasonably practicable.

R VandenBrand

Rene VandenBrand, CEO

December 4, 2019

Date