



## Bowron Environmental Group – Health, Safety & Environment Policy

Bowron Environmental Group Ltd. (Bowron) is committed to the establishment and continuous refinement of a health and safety management program that protects all employees, contractors, property, general public, visitors, and the environment under all circumstances.

All Bowron employees and contractors are responsible and accountable for the continued success of the company's health and safety management program. Active participation by everyone in their day to day activities is not only expected, but is fundamental to achieving the safety excellence Bowron expects.

Management will set an example and provide leadership in the health and safety program. This is to include the establishment of effective safety management policies in addition to the provision of safe work procedures and applicable job specific training.

Supervisors will ensure a safe work environment is maintained through hazard identification, confirmed implementation of safe work procedures, and effective communication.

Workers, contractor workers and contractors are responsible to follow all safe work procedures, work towards improved health and safety conditions, and action, wherever it may be applicable, their right to refuse unsafe work.

Employees and contractors at every level should be familiar with the provincial legislative standards that govern the work activities they are involved with. Bowron is committed to complying with all applicable business and government legislation.

Our goal is a safe and injury free workplace.

A handwritten signature in black ink, appearing to read "B Albrecht".

Brent Albrecht, President

A handwritten signature in black ink, appearing to read "Jeff Deitz".

Jeff Deitz, Managing Director

A handwritten signature in black ink, appearing to read "Neal Emerson".

Neal Emerson, Managing Director

March 1, 2015

Date