



SAFETY MANUAL

COMPANY SAFETY POLICY STATEMENT

Electric Motor Service Limited believes that our people are our single most important resource. Our commitment is to provide protection and maintenance of the health and safety (physical, psychological, and social well-being) of our employees. It is our goal to minimize our workers' exposure to the risks and hazards associated with our operation.

To ensure that Electric Motor Service Limited maintains a safe work environment for all employees, visitors, contractors (including self-employed persons) and the public remains in compliance with all applicable health and safety legislation, an ongoing program, consisting of the following elements, will be maintained:

- Employee education, orientation and training;
- Hazard identification, assessment, and control;
- Joint Work Site Health and Safety Committee;
- Worksite Inspections;
- Other Parties at or in the vicinity of the work site
- Event (near miss and incident) reporting and investigations.

Senior Management will ensure that Health and Safety concerns are considered as an integral part of Electric Motor Service Limited's operating requirements. All occupational health and safety legislation, programs and procedures will be adhered to and enforced.

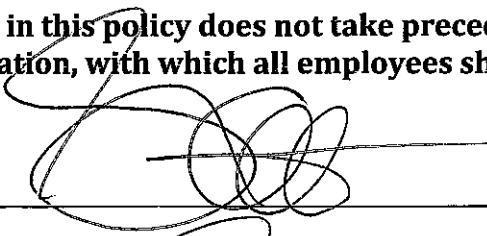
Every employee shall be aware of his or her health and safety related responsibilities and must do their part towards workplace safety. These responsibilities will be outlined in the Assignment of Responsibility and Accountability and available at all worksites.

It is our belief that all incidents and personal injuries are preventable. To attain an incident free workplace, everyone must contribute to this goal and maintain this commitment. Regardless of market demands and customer urgency, work must be performed safely.

This statement and all health and safety policies will be reviewed on an annual (minimum) basis to ensure that our health and safety policies and practices remain current.

The safety information in this policy does not take precedence over applicable government legislation, with which all employees should be familiar.

President



Date:

JUNE 17/19

CFO



Date:

JUNE 17/19





SAFETY MANUAL

ASSIGNMENT OF RESPONSIBILITY AND ACCOUNTABILITY



Management Responsibilities

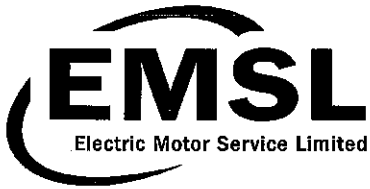
1. Will set an example and provide leadership in the Occupational Health & Safety Management System;
2. Will provide information, instructions and assistance to all supervisory staff in order to protect the health and safety of employees;
3. Will understand and enforce the incident investigation policy as well as the OH&S Legislation as it applies to all areas of the company operations;
4. Will provide all supervisory staff with proper, well maintained tools and equipment as well as personal protective equipment as may be required;
5. Will provide ongoing health and safety training as required by legislation and industry; and
6. Will monitor all departments and projects and will hold them accountable for their individual safety performance.

Supervisor Responsibilities

1. Will know and apply the company's safety policies and procedures and OH&S Legislation;
2. Will ensure all employees are trained and educated to company standard and requirements, which included use and care of personal protective equipment;
3. Will advise employees of potential hazardous situations as they relate to their job tasks;
4. Will arrange for medical treatment as required, including appropriate transportation for treatment;
5. Will report all incidents/near misses/health concerns to senior management immediately;
6. Will take the lead role for incident investigations in their area of responsibility, working with the Safety Administrator and Joint Work Health and Safety Committee; and
7. Will perform, or ensure a designate performs regular inspections as required in their area of responsibility.

Worker Responsibilities

1. Are responsible to read, understand and comply with Electric Motor Service Limited's Health and Safety policies and safe work practices;
2. Are responsible to wear the appropriate personal protective equipment and clothing for their tasks;
3. Are responsible to report any unsafe, unhealthy condition to their immediate Supervisor immediately;



SAFETY MANUAL

ASSIGNMENT OF RESPONSIBILITY AND ACCOUNTABILITY

4. Are responsible to report any near miss, injury, equipment damage incident to their immediate Supervisor immediately and complete the required reports;
5. Are responsible to take every reasonable precaution to protect the safety of themselves, other workers in their area and the general public; and
6. Are responsible to attend safety meetings and actively participate in the Health and Safety System.

Employees have three basic rights:

1. The right to know - workers have a right to know what hazards are present in the workplace, and be given the information, training and supervision necessary to protect themselves.
2. The right to participate - workers have a right to participate in keeping the workplace healthy and safe, which may include selecting or being a health and safety committee member. Workers also have a right to report unsafe conditions and practices.
3. The right to refuse dangerous work - workers can refuse unsafe work which can be dangerous to themselves or their co-workers. When workers exercise their right to refuse dangerous work they must also follow the company procedures developed.

Contractor, Supplier and Visitor Responsibilities

1. Are required to cooperate with Electric Motor Service Limited's representative in all areas of the Health and Safety Program;
2. Are responsible to report to their contact immediately upon arrival at the work site; and
3. Contractors and visitors will be held accountable to comply with all prescribed safety procedures while at Electric Motor Service Limited's work sites.

Joint Work Health and Safety Committee Responsibilities

1. To conduct regular meetings, record minutes and attendance;
2. To conduct inspections as assigned;
3. To assist in workplace investigations;
4. To promote health and safety in the workplace.

President

Date:

June 24/19

CFO

Date:

June 19/19

SAFETY ORGANIZATIONAL CHART OCTOBER 2019

