



## Swab Master Ltd. Occupational Health & Safety Policy

Swab Master Ltd. and its divisions are committed to providing their clients with the highest quality of service. To accomplish this goal, the safety and protection of our employees, contractors, the environment, and public is of utmost importance. This includes the protection and maintenance of the health and safety of employees (physical, psychological, and social well-being). On-going hazard analysis, communication and training will provide our workers with the skills and knowledge to perform their jobs efficiently and with reduced risk.

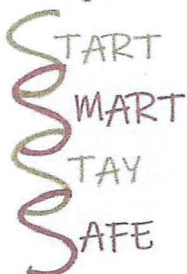
It is the duty and responsibility of every employee to actively participate in making the work environment safe and productive. All employees must comply with the safety standards set by the company as well as all relevant government regulations. All employees have the Right to Know, Right to Participate and the Right to Refuse. If any employee feels they are in danger or their job is too dangerous, then it their responsibility to stop what they are doing at once and report this to management.

Management and supervisors are responsible for always protecting the health and safety of themselves and others and ensuring all employees are properly trained, and all appropriate safety procedures are followed. "Safety First" is to be promoted in all our operations.

Workers are responsible for ensuring that they are always protecting the health and safety of themselves and others and to adhere to all safety protocols implemented. They are our best resource to help continually evolve the health and safety program.

Contractors and visitors are responsible for their own health and safety and that of others in the workplace. Contractors and visitors are to follow our health and safety policies as well as all applicable health and safety legislation.

Our goal is a healthy, injury free, productive working environment for our employees and for others around us. Our commitment is to the safety of our employees. Working together we will achieve this goal. "Start Smart - Stay Safe"!



Garth Smith  
General Manager

Date: January 1, 2025