



Limen Statement of Policy

Since 1989, Limen has remained committed to preventing the accidental loss of any of its resources, including employees and physical assets.

In fulfilling this commitment to protect both people and property, management will continue to provide and maintain a safe and healthy work environment in accordance with industry standards and in compliance with Provincial OH&S, WCB and WSIB (Ontario), and all other legislative requirements. By working with one common goal, we remain steadfast in our efforts to eliminate any foreseeable hazards which may result in property damage, accidents or personal injury/illness.

We recognize that the responsibility for health and safety are shared and that all workers have the right to work in a safe and healthy work environment. All employees will be equally responsible for minimizing accidents within our facilities and on our work sites. Safe work practices and job procedures are clearly defined in the company's Health and Safety Manual for all employees to follow.

Accidental loss can be controlled through good management in combination with active employee involvement. Safety is the direct responsibility of all managers, supervisors, employees, and sub-contractors.

All management activities will comply with company safety requirements as they relate to the planning, operation and maintenance of facilities and equipment. All employees will perform their jobs properly in accordance with established procedures and safe work practices.

Adherence to this Health, Safety & Environment Program is a condition of employment within all Limen operations.

Our Health, Safety and Environment Program will be reviewed annually and updated as required, to ensure continual improvement.

I trust that all of you will join me in a personal commitment to make safety a way of life.

Antonio Lima
Founder, President & Chief Executive Officer

April 1, 2021
Date