



# Health and Safety Policy

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## HEALTH AND SAFETY POLICY

At InServe Mechanical Integrity Group, the Health and Safety of our employees comes first and foremost.

Management is FULLY COMMITTED to preventing occupational illnesses and injuries and maintaining a safe, secure, and healthy working environment in compliance with all applicable laws, rules, and regulations.

**EACH LOCATION** shall maintain health and safety rules, policies, procedures, and programs regarding the prevention of workplace injuries and hazards, safe and proper work methods and procedures, workplace inspections, and compliance with all applicable laws. The health and safety rules of each location are part of this Health and Safety Policy.

**MANAGERS AND SUPERVISORS** are responsible for training their employees and contractors in approved occupational health and safety rules and procedures, and for notifying employees of the existence of all known and reasonably foreseeable health or safety hazards to obtain optimal output without injuries or incidents causing loss of people, property, materials, processes or damage to the environment.

**MANAGERS AND SUPERVISORS** are responsible for monitoring compliance of their employees and contractors with the approved work methods and health and safety rules, policies, procedures, and programs, and for ensuring that the necessary equipment, materials, and protective devices are used as required, so that all employees and contractors work according to approved work methods and in a safe and healthy work environment. Where a manager or supervisor receives the report of an unsafe condition or act, he or she must investigate and ensure that necessary corrective actions are taken without delay. Work tasks must be completed in compliance with all applicable health and safety procedures, laws, rules, and regulations.

**EMPLOYEES AND CONTRACTORS** are expected to support the Health and Safety Policy, to comply with all health and safety rules, policies, procedures and programs, and to make health and safety part of their daily routine as a condition of employment or contract. Employees and contractors shall not enter the workplace or commence work duties while alcohol, a drug, or other substances affect their ability, possibly endangering themselves or others. Any work tasks an employee or contractor reasonably believe would cause an undue hazard to the health and safety of any person shall not be carried out until the hazard(s) has been assessed and abated.


**EMPLOYEES AND CONTRACTORS** have the **RIGHT** and **RESPONSIBILITY** to report all health, safety, security, fire hazards, and other unsafe or harmful conditions or issues to his or her supervisor or project manager. In return, he or she can expect all reports will be investigated and where necessary, corrective measures will be put into place to resolve the hazard or safety issue and prevent accidents or incidents from occurring. Any employee or contractor involved in a workplace, work site, or work-related injury or illness must report the injury or illness to his or her supervisor or the project supervisor as soon as possible. An employee or contractor will never be retaliated against for reporting a work-related injury or illness.

**EMPLOYEES** shall be held accountable for adhering to the Health and Safety Policy, complying with all safety rules, policies, procedures, and programs, and for conveying, where appropriate, the HS policy to our contractors, customers, and visitors.

**EMPLOYEES** who fail to comply with our Health and Safety Policy, including all health and safety rules, policies, procedures or programs, may be subject to discipline, by managerial discretion, up to and including termination.

**CONTRACTORS** who fail to comply with our Health and Safety Policy, including all health and safety rules, policies, procedures, or programs, may be subject to contract cancellation or the imposition of any other remedies or penalties under the terms of the contract as determined by The Company’s discretion.

**OUR** Health and Safety Policy, including any rules, regulations, procedures, and programs, which are part of this Policy, will be reviewed annually and updated as required.

  
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Chief Executive Officer

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05/22/2024  
Date