



## Company HSE Policy

**Department Name:** Human Resources  
**Section:** 1 Health Safety and Environment  
**Sub Section:** 01.00

**Policy Number:** MMGHRP-001  
**Dev. Date:** April 1, 2022  
**Version:** 1

McKay Métis Group is committed to the protection from accidental loss of all its resources, including protection of employees, visitors, subcontractors, the environment, and physical assets.

In fulfilling this commitment to protect people, the environment, and property, the Company management will provide and maintain a safe and healthful work environment in accordance with industry standards and in compliance with legislated regulations, and will strive to eliminate any foreseeable hazards that may result in property or environmental damage, accidents, or personal injury / illness.

McKay Métis Group shall foster a workplace that promotes and maintains the highest degree of physical, psychological, and social well-being of workers through continuous monitoring and protective measures.

Downgrading health, safety and environmental incidents, accidents and losses can be controlled through good management in combination with active employee involvement. Safety is the direct responsibility of all managers, leaders, safety officers, employees, visitors, and sub-contractors.

All employees will be equally responsible for the elimination of downgrading health, safety, and environmental incidents and accidents through behaviors that create, support, and enhance a safe work culture, and in compliance to McKay Métis Group's policies, procedures, and practices as defined in the Company HS&E Manual.

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

The McKay Métis Group's HS&E objective is to achieve and maintain zero downgrading incidents, zero injuries, zero work related illnesses, zero harm to the environment, and zero damage to, or losses of property and information.

It is intended that achieving the above targets will also result in zero interruption of business.

This policy forms the foundation of our health and safety management system and will be communicated to all workers under our control through physical posting and/or digital distribution.

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

### APPROVING AUTHORITY:

Signed: Crystal Young  
President and CEO

Date: January 1, 2023

\*The Safety information in this policy does not take precedence over all applicable legislation. All employees should be familiar with the OH & S Act, Regulations and Code



**POSITION RESPONSIBLE FOR POLICY: Health and Safety**

**REVISION HISTORY**

Version	Date	Action	Description
1	April 1, 2022	Establishment	Establishment of Policy for implementation.