



HEALTH AND SAFETY POLICY

As a responsible employer, The Minto Group (Minto) is vitally interested in the continuing health and welfare of its employees, contractors and visitors to its worksites. We acknowledge the right of every employee to work in a safe and healthy environment and as such will strive to eliminate any foreseeable hazards that may result in personal injuries, illness, fire, security losses and property damage.

Minto will take every reasonable precaution for the protection of its workers. Health and safety will be given the highest priority consistent with the company's other major goals.

Every Minto employee, from senior managers to front line workers, shall receive the training and equipment necessary to ensure full compliance with applicable occupational health and safety laws, regulations and accepted industry standards.

It is understood that Supervisors have the primary responsibility for ensuring the health and safety of workers under their supervision. All employees of Minto are expected to give their complete commitment to our health and safety program and to integrate this program in all organizational activities. Anything short of this is incompatible with our company's culture and objectives and is therefore unacceptable.

It is Minto's belief that by working together, we can significantly reduce, if not eliminate, workplace injuries and illnesses. Please keep in mind that other members of our team depend on you and follow your example. Don't let them or yourself down.

October 23, 2014