



HEALTH AND SAFETY POLICY

At Minto, we are committed to ensuring that high standards for health and safety are reflected in everything we do.

We recognize the importance of providing employees, contractors and visitors to our worksites with a healthy and safe environment and as such, strive to eliminate foreseeable hazards that may result in personal injuries, illness, fire, security losses and property damage.

Minto is dedicated to the continual improvement of our health and safety program and performance and will take every reasonable precaution for the protection of our workers. Every Minto employee, from senior managers to front-line workers, will receive the training and equipment necessary to perform their work safely. Minto will comply with applicable occupational health and safety laws, regulations, and accepted industry standards.

While it is understood that supervisors have the primary responsibility for ensuring the health and safety of the workers under their supervision, all Minto employees are expected to give their complete commitment to understanding and integrating Minto's health and safety program into their organizational activities. Anything short of this commitment is unacceptable.

By working together in a healthy and safe manner, we will prevent workplace injuries while continuing to create better places for people to live, work and play.