

## Our Health and Safety Statement

Devcotech is committed to providing a safe and healthy workplace for all our employees and contractors.

Devcotech believes that all injuries are preventable and that excellence in health and safety is the key to our long term success. Devcotech is committed to compliance with any and all governmental agencies, regulations, and industry best practices and will use audits to measure, share and improve our health and safety programs.

Devcotech will hold all levels of management accountable for providing a safe work environment and enforcing safe work procedures and practices. Management and supervisors will lead and demonstrate their commitment to health and safety by example, and will ensure that the personnel that they are responsible for have the necessary knowledge to work safely.

Supervisors will give health and safety the same priority as productivity, environmental issues or quality control. They must know and comply with applicable occupational health and safety requirements. A supervisor is defined in the Occupation Health and Safety Regulation as “a person who instructs, directs and controls workers in the performance of their duties.” Any person regardless of title who meets this definition even temporarily has the responsibilities of a supervisor for the workers under their control.

Devcotech will hold all employees and contractors accountable for following safe work procedures and reporting unsafe acts and safety incidents. We will ensure timely follow-up to safety incidents.

Workers have general responsibilities for their own health and safety and that of other persons. In addition, they have the responsibility to refuse unsafe work. Discriminatory action will not be taken against them for refusing to do unsafe work.

Employees from every area of the company, regardless of position, will be encouraged to contribute to the company health and safety program. Devcotech encourages the involvement of all workers in the development of the program. We will provide support and promote the program to ensure that safety has the overriding priority.

Employee cooperation and compliance with the health and safety program at Devcotech is a condition of employment.

