

HEALTH AND SAFETY (HS) POLICY

Catapult Environmental Inc. (Catapult) is committed to designing a physically and emotionally safe work environment. We seek to accomplish this by leveraging a health & safety management system (HSMS) that protects our employees, contractors, suppliers, visitors, and the public from incidents.

Catapult's leaders will fulfill its obligations to its stakeholders by:

- ✓ Providing Leadership and taking every reasonable precaution to ensure a safe and productive workplace for workers, supervisors, contractors, vendors, and customers.
- ✓ Provide an HS legislation compliant management system that strives to exceed requirements where a reasonable opportunity to provide a higher standard of HSE management exists.
- ✓ Promote a Joint Health and Safety Committee with a mandate of continuous improvement.
- ✓ Measure and audit performance to assess the effectiveness of our programs and share the results with the entire team.

Our supervisors will support our program by:

- ✓ Creating a safe work environment by eliminating any foreseeable hazards in keeping with the spirit of Catapult's HSMS
- ✓ Provide our frontline workers with the proper support, training, tools, and technology to successfully conduct their duties free from harm.
- ✓ Ensure that our frontline workers are complying with company policies, standards, and all relevant regulations. Intervening as required.

Our frontline workers will support our program by:

- ✓ Using the tools, technology and training provided by Catapult to work in a manner that is compliance with company policies, standards, and all relevant regulations.
- ✓ Reporting any deficiencies, incidents, and issues in a timely and transparent manner
- ✓ Utilizing their three (3) Basic Rights:
 - i. *Right to Refuse* unsafe work,
 - ii. *Right to Participate* in activities or the JHSC, and
 - iii. *Right to Know* about potential dangers in the workplace.

Our 2023 goals will support our program:

- i. Zero (0) Incidents / Zero (0) Fatalities in 2023
- ii. Maintain the current zero (0) TRIF / zero (0) LTIR in 2023
- iii. Implement and promote an annual Safety Culture Program, enhance Safety in the workplace

Catapult believes that the HSMS must be implemented and owned by all personnel in the corporation.



Dan O'Byrne
President / CEO
Catapult Environmental Inc.
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