

Health and Safety Policy Statement

At **BONDFIELD CONSTRUCTION COMPANY LIMITED** we believe that health and safety in the workplace is an integral part of our business and everyday lives. All employees, subcontractors, suppliers, consultants and those who conduct business and/or work on or in our workplace must make each and every day a safe one. Every worker has the right to work in a safe and healthy workplace. This policy states our workplace health and safety beliefs, intentions and expectations.

Management, supervisors, workers, guests, contractors, and trades are all responsible for accident prevention; therefore we must collectively demonstrate a behaviour that supports a strong, proactive safety culture. We must all lead by example, and choose the safe way in everything we do. Employees are expected to follow safe work practices mandated by legislation as well as those established by Bondfield's management. Managers, supervisors and subcontractors will be held accountable for compliance to the Health and Safety standards set out.

Safety is everyone's responsibility! We expect everyone (management and staff) to lead by example and work cooperatively as a team to maintain and improve our safe working environment. The team at Bondfield Continues to strive for excellence in all aspects of health and safety which has been the key to our long term success.

As president of Bondfield Construction Company Limited I am committed to support our health and safety program by ensuring that necessary resources are made available to the program, and that health and safety impacts and opportunities are considered in all our decisions.

In keeping with our commitment we will review and/or revise/develop specific Health and Safety responsibilities consistent with Ontario's Occupational Health and Safety Act and Regulations for Construction Projects.

Performing our everyday tasks safely and ensuring that our actions do not result in accidents or unsafe conditions; requires knowledge of potential hazards, preplanning, thought and individual responsibility. **LEAD BY EXAMPLE, THINK AHEAD AND BE SAFE!**

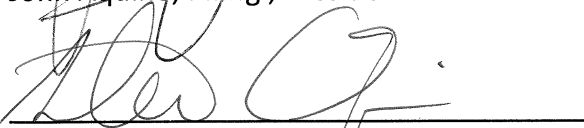
BONDFIELD CONSTRUCTION COMPANY LIMITED will apply a continuous improvement health and safety process in our company and will strive to eliminate or control identified hazards that may result in accidents, personal injury/illnesses, fires, security losses or other property damage. We ask everyone conducting work in our workplaces to support the Bondfield Health and Safety Policy and program.



John Aquino, P.Eng., President

JANUARY 18, 2016

Date



Steven Aquino, Vice-President Operations

JANUARY 18, 2016

Date

Revised: January 2016



Environmental Policy Statement

BONDFIELD CONSTRUCTION COMPANY LIMITED recognizes that protection of the environment must be an integral part of our daily business and incorporated into each of our work activities.

We encourage efficient use of resources and the prevention of pollution in the design, construction and operation of our projects.

As president of the company it is my responsibility to ensure that all reasonable measures are taken to prevent (or at least minimize) the release of contaminants generated through our business activities.

Bondfield Construction Company Limited will provide adequate equipment and training to its employees to ensure that in the event of a spill we can respond in an effective manner to minimize any health effects to workers and/or contamination to the environment.

In order to maintain optimal environmental working conditions in all of our workplaces, **we are committed to the following:**

- Ensuring our employees understand their roles and responsibilities regarding protection of the environment
- Holding our contractors and subcontractors responsible regarding protection of the environment.
- Identifying, assessing and managing environmental risks and including environmental considerations in all our business decisions.
- Reporting environmental incidents and taking immediate action to mitigate environmental impacts
- Investigating to help us achieve our business objectives

BONDFIELD CONSTRUCTION COMPANY LIMITED will continue to strive for continuous improvement of our environmental management system and performance.



John Aquino, P.Eng., President

JANUARY 18, 2016

Date

Revised: January 2016

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Workplace Violence and Harassment Policy

Bondfield Construction Company Limited is committed to preventing violence and harassment in the workplace and providing a work environment in which all individuals are treated with dignity and respect. Any act of violence or harassment committed by or against any individual in our workplace shall not be tolerated. Bondfield recognizes the right of workers to work in a violence and harassment free work environment.

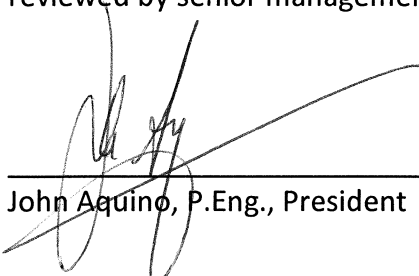
Workplace violence is any act in which a person is abused, threatened, intimidated or assaulted in his or her place of employment. Workplace violence includes threatening behavior, verbal or written threats, harassment, verbal abuse, and physical attacks.

Workplace harassment means engaging in a course of unwelcomed comment or conduct against a worker in the workplace. Such comment or conduct is known, or ought to be reasonably known, to be unwelcome. Harassment may also relate to a form of discrimination as set out in the *Ontario Human Rights Code*.

Every manager, supervisor, worker and visitor to our workplace must conduct themselves in compliance with this Violence and Harassment Policy. They also must be dedicated to preventing violence and harassment and will be held accountable by Bondfield Construction Company Limited.

Supervisors shall enforce this policy and the associated program. Supervisors shall be responsible for ensuring that procedures are followed by the workers and that workers have the information that they need to protect themselves. All workers are encouraged to raise any concerns about workplace violence and harassment and to report any violations.

Bondfield Construction Company Limited is committed to investigating workplace violence and harassment complaints in a timely and confidential manner. This policy and procedure will be reviewed by senior management at least annually.



John Aquino, P.Eng., President

JANUARY 18, 2016

Date

Note: This policy statement is to be posted on the Health and Safety Board at all sites

Revised: January 2016