

Kinectrics Health and Safety Policy



Health and Safety Management System

Effective June 3rd, 2026

At Kinectrics, we believe that:

"Safety is our culture. Quality is our promise".

We are committed, as a corporation, to continually improving our safety performance to maintain a healthy and injury-free workplace.

Kinectrics Inc. will:

- Meet or exceed all legal, corporate and customer requirements for safety.
- Promote health and safety initiatives at our workplaces and homes.
- Provide and maintain a healthy and safe work environment, meeting or exceeding industry standards and legislative requirements.
- Set objectives, targets and training to create and nurture a culture of continuous improvement of our safety performance.
- Communicate this commitment and policy to all employees, contractors and interested parties by posting a copy within the workplace and electronically.

Every employee must protect their health and safety by following the applicable legislative requirements and the safe work practices and procedures established by Kinectrics. Employees will receive information, training and competent supervision in their specific work tasks to protect their health and safety.

We can keep each other safe through our commitment to identifying and alerting one another to hazards and taking actions to eliminate or otherwise control those hazards. We shall always support each other to maintain a healthy and safe work environment.

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John D'Angelo
President

Date of Issue: June 3rd, 2026