

# Health and Safety Policy



## **Solar Group Inc. Health and Safety Objectives**

Solar Group Inc. (the “Company”) is vitally interested in the health and safety of its employees, supervisors, managers, officers, directors, customers, agents, clients, suppliers and contractors, and the community in which it operates.

Protection of its employees, supervisors, managers, customers, agents, clients, suppliers and contractors (the “workplace parties”), from injury and occupational illness is a continuing objective of the Company. Every reasonable effort will be taken to ensure a safe and healthy work environment for the workplace parties.

## **Individual Roles & Responsibilities Regarding Health and Safety**

All workplace parties must be dedicated to the continuing objective of reducing risk of injury and occupational illness. Health and safety is founded on the *Internal Responsibility System*, requiring every workplace party to commit to health and safety at all times.

It is the responsibility of each workplace party to ensure that when a health and safety hazard is identified at the workplace, that it is communicated and attended too, in order that hazards be removed and/or reduced, to ensure the objective of a safe and healthy workplace continues.

The Company, including its corporate officers and directors, are committed to health and safety and complying with their respective duties under the *Occupational Health and Safety Act*. This includes requirements to take every precaution reasonable in the circumstances for the protection of the workplace parties.

Employees must protect their own health and safety by working in compliance with the law and with safe work practices and procedures established by the Company. Information, training and supervision of the developed safe work practices and procedures are provided by Solar Group Inc. to all employees to help protect everyone’s health and safety. Retraining on the safe work practices, and other relevant issues, will be provided as required, with refresher training provided as needed and/or requested.

Supervisors and Managers are accountable for the health and safety of workplace parties under their direction and supervision. Supervisors and Managers have various duties in the workplace, including the duty to ensure that workplace parties work in compliance with established safe work practices and procedures, and as instructed.

The Joint Health and Safety Committee (“JHSC”) is available to assist with answering any non-urgent / non-immediate health and safety related questions brought forward by a workplace party about workplace health and safety issues. Names and contact information of the JHSC members are posted on the workplace health and safety board.

It is in the best interest of all workplace parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of every level of our organization.



Neal Dance

President  
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