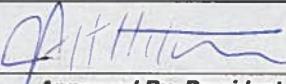


Health & Safety Policy Statement	Issue Date: January 31, 2017
	Revision Date: January 06, 2026
Policy Number: HSMS 1-02	Revision Number: 012
	 <i>John Hutter</i> Approved By: President



The Senior Management Team at King Paving & Construction Ltd. is fully committed to the health and safety of its workers and all individuals involved in its projects. This includes a commitment for senior management to set & review OHS objectives & continual improvement of the OHSMS and OHS performance. Senior management is committed to providing a safe & healthy work environment for the prevention of injuries and illnesses. King Paving & Construction Ltd. is committed to continuous improvement towards an incident-free workplace. This commitment will be achieved through compliance with applicable OHS, legal and other requirements.

The Senior Management Team at KING promises that every reasonable precaution will be taken for the protection of all workers, in all circumstances. Supervisors at KING will be responsible for the health and safety of workers under their supervision.

All supervisors, workers and subcontractors must protect their own, and fellow workers' health and safety by working in compliance with the *Occupational Health and Safety Act* and with all applicable regulations and safe work practices and procedures established by the Company.

KING recognizes that a safe work environment can only be established and sustained through a joint effort by all management, workers, and subcontractors, and that the participation of each person is required. The company will work to develop, maintain, and update safety practices that meet or exceed legislated and COR requirements. Our goal is to ensure the right to a healthy and safe work environment that is free from violence and harassment. King Paving & Construction will work together in the spirit of consultation and cooperation with supervisors, workers, and contractors to continuously improve the health and safety management system.

Everyone, from Senior Management to newly hired workers, has a responsibility to ensure a safe and healthy workplace. While managers and supervisors are responsible for the implementation and enforcement of our health and safety program, we expect all workers and subcontractors to work and conduct themselves in a manner that reflects the company's commitment to safety. For detailed roles & responsibilities please see HSMS 13-02, Duties & Responsibilities.

Let us all work together to prevent incidents which result in unwanted losses and personal injuries or illnesses.

King Paving & Construction Ltd.



John Hutter

President

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Description of Change(s)	Reason for Change (s)	Date	Revision No.
Date Change	Annual Review	Jan 31, 2017	001
Update policy	To Meet COR Standards	Jan 31, 2018	002
Update policy	Annual policy review	Jan 4, 2019	003
Update policy	New Company Name	Jun 28, 2019	004
Update policy	Annual Review	Feb 13, 2020	005
Update policy	Annual Review	Jan 11, 2021	006
Update policy. Added a statement that King will work in the spirit of consultation with supervisors, workers and contractors.	Annual Review	Jan 10, 2022	007
Review Policy	Annual Review	Jan 05, 2023	008
Review Policy	Annual Review	Jan 08, 2024	009
Update policy	To meet COR standards	October 25, 2024	010
Update policy	To meet COR standards	Jan 27, 2025,	011
Review Policy	Annual Review	Jan 06, 2026	012