



# Health and Safety Policy

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<b>POLICY NO:</b>	403	<b>APPROVAL DATE:</b>	September 4, 2003
<b>TITLE:</b>	Health and Safety Policy	<b>REVISION DATE:</b>	March 27, 2019
<b>SECTION:</b>	Human Resources	<b>AUTHORITY:</b>	Board of Directors
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## PURPOSE

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- To ensure a healthy and safe work environment for all employees, contractors, visitors and the general public at all locations where Aquatera Utilities Inc. and each subsidiary of Aquatera Utilities (henceforth called the "Aquatera Group" conducts work.
  - To comply with the Alberta Occupational Health and Safety Act, Regulations and Code.
  - To comply with the Alberta Workers' Compensation Act, Regulations and Policies.
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## POLICY STATEMENT

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Safety is a core value. The Aquatera Group is committed to our Health and Safety Program that protects our employees, contractors and the public. The Chief Executive Officer is responsible for the overall Health and Safety Program. The goal is that all employees leave work safe and pain free each day.

Employees at all levels are responsible and accountable for health and safety at the Aquatera Group. Working in a safe manner and adhering to safety policies and procedures is a condition of employment.

Management will lead in health and safety by example, set health and safety policies and procedures, provide training, equipment and adequate resources to perform all tasks safely.

All Aquatera Group employees and contractors are required to follow all safe work policies and procedures, and cooperate with management in working towards improved health and safety.

All Aquatera Group employees and contractors will be familiar, and comply with, the requirements of the Alberta Occupational Health and Safety Act, Regulations and Code.

Safety performance; actions that contribute to the adherence and implementation of the Aquatera Group Health and Safety Program, is an evaluation criteria of every employee's performance.

The Joint Workplace Health and Safety Committee is a representative group that will support all members of the Aquatera Group. This legislated team and its tasks are to be supported by all Aquatera Group employees. Visitors will comply with Aquatera Group safety policies and procedures or the direction of an Aquatera Group employee.

**No job is so important, or service so urgent, that time and effort cannot be taken to work safely.**

Bernd Manz, P. Eng.  
Chief Executive Officer  
Aquatera Utilities Inc.

Next Review Date: March 1, 2021