

Occupational Health and Safety Policy

Our commitment to Occupational Health & Safety (OHS)

At Circuit Energy, we aim to maintain our 0-Incident track record. We believe that injuries and occupational illnesses are preventable. Our management team is committed to providing a safe and healthy work environment for everyone. As such, we apply OH&S standards and directives, define organizational accountabilities, provide necessary resources and training, set objectives and targets to manage OHS performance and minimize risk to employees, contractors, visitors and the community.

Principles of the OHS Policy and associated management system that contribute to improvements of our OHS performance are:

Responsibility & Accountability – Everyone is responsible for their own health and safety. Managers must provide appropriate management systems and are accountable for setting OHS objectives and targets, and for managing OHS performance.

OHS Commitment and Performance – Demonstrated OHS commitment and performance are key criteria for good leadership at Circuit Energy Inc. **Nobody may undertake or allow any other person to undertake any unsafe act or work in an unsafe condition.**

Human Performance – We strive to reduce human errors, and improve our overall safety performance by being mindful of the following 5 human performance principles:

- People are fallible, and even the best make mistakes.
- Error-likely situations are predictable, manageable and preventable.
- Individual behavior is influenced by organizational processes and values.
- People achieve high levels of performance based largely on the encouragement and reinforcement received from leaders, peers and subordinates.
- Events can be avoided by an understanding of the reasons mistakes occur and application of the lessons learned from past events.

Compliance Assurance – Compliance to applicable legal and other requirements is critical to meeting our goal. Compliance is monitored via periodic audits, inspections and job observations. Managers must take prompt action to correct identified hazards or compliance deficiencies.



Continuous Improvement – We demonstrate commitment to the prevention of injuries and ill health through continuous improvement and collaborative and engaging processes involving employees, suppliers, contractors and customers.

Training – Training is essential to have safe and healthy workplaces.

- All employees must have the right competencies for their work and must demonstrate those competencies. Training is provided to all employees to develop and enhance these competencies.
- Contractors must be trained, or demonstrate that they have been trained, in the OHS rules and procedures applicable to their job. They are required to always conform to those OH&S rules and procedures.

Incidents – All incidents must be investigated. The root causes must be found and corrected. Those with potential for serious harm must be shared between all employees so that corrective or preventive measures are implemented throughout the organization.



Farshid Mirrahimi
President
Circuit Energy Inc.

Signed in Richmond Hill, ON, Jan 2020