

1.1 Policy Statement

HGC MANAGEMENT INC HEALTH AND SAFETY POLICY

HGC Management will make every effort to promote and provide a safe and healthy all inclusive work environment and attitude.

HGC Management is committed to protecting employees and property from accidental injury, loss and occupational disease.

HGC Management will reduce or eliminate foreseeable hazards, which may result in personal injury or illness, fire, security losses, damage to environment or property.

HGC Management is committed to meet or exceed all legislative requirements in the endeavor to create a safe & healthy workplace.

Management staff is responsible to ensure that equipment, processes and the work environment are safe and that workers work in compliance with established safe work practices and procedures by receiving adequate training in their specific work tasks.

Workers are responsible for their own health and safety and the health and safety of other workers in compliance with federal, provincial, and local laws including safe work practices and procedures established by local municipalities with which the company contracts.

Local Health and Safety Committees bring together management and labour in a joint effort to promote health and safety and make recommendations to assist the company in achieving their health and safety goals.

Management and all employees share the responsibility for the elimination of accidents affecting the health and safety of people in the workplace.

No job is so important, no service so urgent and no load so critical that we cannot take the time to perform our work safely.

This revised Health and Safety policy was adopted by the Board of Directors of HGC Management Inc. on January 2nd 1998 and reviewed January 5th, 2026.

Herb Lambacher

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President & Secretary-Treasurer
HGC Management