



InterAll Ltd.

EST. 1995

Health, Safety and Environment Policy 2025

The Management of *InterAll Ltd* is dedicated and firmly committed to providing a safe, healthy, and environmentally responsible workplace for employees, sub-contractors, visitors, and any other person who may be affected by our work activities. We shall conduct our business, so far, as is reasonably practicable, in such a manner as not to expose any persons to risks that may negatively affect their health and safety and minimizes our potential impact on the environment.

At *InterAll Ltd*, we are committed to carrying out all our activities in compliance with all relevant and applicable Occupational Health and Safety Legislation and Environmental Legislation, standards, and best practices, as far as possible. We shall communicate our environmental, health and safety commitment to our clients and the public, and we encourage them to support it. Employee health and safety is a core value for *InterAll Ltd* and as the employer we acknowledge, the ultimate responsibility for employee health and safety and the environment, as a company priority. Responsibilities for all workplace parties, including Senior Management, sub-contractors, and visitors are listed in the Roles and Responsibilities Procedure.

Health & Safety

InterAll Ltd shall, as far as reasonably practicable, and in conjunction with *InterAll Ltd* Corporate Policies, recognize the right of workers to work in a safe and healthy environment and we commit to providing this environment through our health & safety program. We commit too:

- Provide a place, equipment and systems of work that are safe and do not pose risks to health.
- Provide information, instruction, training, and supervision to ensure all employees identify hazards, work to mitigate risk, while contributing positively to their own health and safety at work.
- Consult, collaborate, and communicate with all employees in relation to Health and Safety.
- Empower all employees to actively participate in our Health & Safety Program.
- Recognise all our employee's rights under the OHS Act.

InterAll Ltd is committed to dealing with all identified hazards, firstly by elimination, if possible, by substitution or replacement with less hazardous substances, reduction of employee exposure to an internationally acceptable level and as a last resort, the use of personal protective equipment.

Environmental

InterAll Ltd shall, as far as reasonably practicable and in conjunction with *InterAll Ltd* Corporate Policies:

- Train, educate, inform, and consult with our employees about environmental issues that may affect their work, including the reduction of waste through re-use and recycling practices and by purchasing recycled, recyclable, or re-furnished products and materials where these alternatives are available, economical, and suitable.
- Promote the efficient use of materials and resources throughout our company including water, electricity, raw materials, and other resources, particularly those that are non-renewable.
- Endeavor to use non-hazardous materials and product, when practicable.

InterAll Ltd shall effectively implement a Health and Safety Management System to ensure all our policies and procedures are continually reviewed and updated accordingly. We shall continue to improve and enhance the company's performance through the setting and reviewing of annual objectives and goals. The *InterAll Ltd* Management System shall be audited and reviewed periodically (minimum annually) and updated as required.

Johnny Farro
President

Date: January 17, 2025



InterAll Ltd Executive Review Policy 2025

InterAll Ltd accepts and acknowledges the constant changing nature of our industry, as such we are committed to ongoing regular reviews of all HSE Policies and procedures, including a complete review of our Health, Safety & Environmental Management system (HSEMS) on a minimum annual basis.

InterAll Ltd is committed to reviewing our HSE Management System including all documentation to ensure that all applicable changes to the legislative requirements are addressed and incorporated into the system within each calendar year.

Information on the performance of the HSE is reviewed. This includes, but is not limited to:

- Assessment of the need for changes to the Environmental, Health & Safety Management System
- HSE Policy and objectives
- Significant aspects of internal HSE review and audits
- Corrective Action Plans
- Opportunities for continual improvement
 - Health, Safety, and Environmental Policies
 - Results of hazard and risk assessments
 - Results of performance monitoring and measurement, Inspections and Audits
 - Investigation of injuries and illness data
 - New relevant Health, Safety, and Environmental legislation

The review will involve all members of *InterAll Ltd* Senior Management, and a renewal of our annual re-commitment to Health, Safety and Environment.

Johnny Farro
President

Date: January 17, 2025



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Fit for Duty Policy 2025

InterAll Ltd is committed to providing a safe and secure environment for all employees, subcontractors, and members of the public while striving for continual improvement to prevent workplace injuries and illnesses. All employees are expected to be *fit for duty* and to perform their work without any limitations or impairment resulting from but not limited to: the use or after-effects of alcohol, illegal drugs, non-prescription drugs (including recreational cannabis/marijuana), prescribed medications or any other substance.

This *Fit for Duty* Policy requires that all *InterAll Ltd* employees and the employees of subcontractors be free of any impairment that may affect their ability to safely perform their work duties. Being *Fit for duty* applies to everyone working or present at a worksite.

Supervisors will be held accountable for:

- Taking all reasonable steps to ensure that workers/employees under their responsibility are *fit for duty*.
- Encouraging employees to self-disclose the use of substances and/or knowledge of conditions that may impair performance or compromise the health and safety of themselves or others.
- Encouraging employees to self-disclose all prescriptions for medications or drugs which may impair performance or compromise the health and safety of themselves and/or others; and
- Addressing situations where an employee or worker is suspected of being *unfit to perform his or her duties*.

Employees and Subcontractors will be held accountable for:

- Attending their place of work fit to perform their regular duties and being free from any substance that may impair their physical abilities or judgement;
- Remaining *fit for duty* throughout the workday; and
- Self-reporting to a *InterAll Ltd Manager* the use of substances and/or knowledge of conditions, that may impair performance or compromise the health and safety of themselves or others.

InterAll Ltd encourages its employees and subcontractors to support programs and policies that meet or exceed applicable provincial and federal legislation.

For more information, please refer to the Drugs and Alcohol Procedure in the *InterAll Ltd* Health, Safety and Environmental Management System (HSEMS) Manual.

Johnny Farro
President

Date: January 17, 2025



Workplace Respect, Harassment and Violence Policy 2025

InterAll Ltd is committed to the prevention of workplace harassment, violence, and sexual harassment and a safe and respectful work environment that is free from discrimination and abusive behaviour, by any Employee, Manager/Supervisor, Customer or Vendor of InterAll Ltd. Any threat of violence, offensive behaviour, verbal abuse, and verbal and physical harassment that has the effect of creating an intimidating, hostile or offensive working environment or an environment that interferes with work performance is in violation of this policy and will not be tolerated.

The policy applies in any location in which any *InterAll Ltd* employee is engaged in work-related activities. This includes, but is not limited to the workplace, during travel, in restaurants, hotels or meeting facilities that are being used for business purposes, in *InterAll Ltd* owned or leased facilities, during telephone, email or other communications, and at any social event whether or not it is *InterAll Ltd* sponsored.

Workplace Harassment such as engaging in a course of vexatious comment or conduct against a worker in a workplace, a comment or conduct that is known or ought to be known as unwelcome, will not be tolerated, including repeated words or actions, or a pattern of behaviours, against a worker or group of workers in the workplace that are unwelcome.

Workplace Violence as defined under the OHS Act as the exercise, or the attempt to exercise physical force by a person against a worker, in a workplace, that causes or could cause physical injury, or a statement or behaviour that is reasonable to interpret as a threat to exercise physical force that could cause injury. *InterAll Ltd* will not tolerate any incidents of workplace violence, and all incidents will be treated very seriously.

InterAll Ltd considers Violence and Harassment hazards to same as all other potential hazards to our employees, and as such, assess all potential hazards on an ongoing basis.

InterAll Ltd has a *Workplace Respect, Harassment and Violence Program*, which provides the procedures, processes, reporting requirements and investigation of incidents which contravene this policy, which shall be audited and reviewed periodically (minimum annually) and updated as required.

InterAll Ltd will ensure this policy and relevant programs regulating to Respect in the Workplace including Violence and Harassment are implemented and maintained and that the appropriate information, communication, consultation, and training is available to all employees.

A handwritten signature in black ink, appearing to read "Johnny Farro", is written over a solid horizontal line.

Johnny Farro
President

Date: January 17, 2025