

5th March 2024

Health and Safety Letter of Commitment



To All H. Watt & Scott Employees,

On the 26th of September, 2016, OSHA [Occupational Safety and Health] drove past the Wendy's on Benson project and noticed that workers were on the roof with no fall protection or protective barriers. An OSHA investigation was conducted and a Citation was issued for \$1000.00. In addition to this violation, we were also cited for using wall-mounted power outlets without protective covers.

H. Watt and Scott's aim is to conduct business responsibly and to protect the health and safety of our employees and customers. As part of our responsibility, we are committed to continuous improvement in health and safety performance throughout our operations.

Our Commitment:

- We will comply with health and safety laws wherever we operate;
- We will provide a safe and healthy working environment and we will not compromise the health and safety of any individual;
- We will provide the necessary training and resources to ensure that the day-to-day activities are carried out safely.

Although creating a safe workplace begins with the leadership team, it involves every employee. We need to work together to achieve the common goal of an accident and citation free workplace.

Moving forward, if a safety violation is committed, employees will be required to fill out a "Safety Violation Notice" [see attached] that will be put in the employees file. Essentially, this means that if an employee violates safety protocol, they may be subject to a company safety violation. Any violations that make it into an employee's file, will be used as part of the employee's evaluations regarding wage raises, promotions etc.

Thank you for helping make H. Watt and Scott a safe workplace.

Tim DeLand, President

A handwritten signature in black ink, appearing to read "Tim DeLand", enclosed within a large, stylized oval shape.