

The management of NORTH AMERICAN STEEL is totally committed to ensuring a safe and healthy work place for all its' employees. Health and safety policies will be carried out and maintained with no exceptions.

The Company will provide the necessary leadership, education and training so that employees have enough knowledge and skills to perform safe work. Employees are an important asset and will be treated as such.

Health and safety shall not be sacrificed for expediency. Only strong involvement and commitment can secure a safe and healthy work environment.

Unacceptable performance of health and safety duties will not be tolerated.

**1. The General Responsibilities of All Employees are:**

- Follow safe work procedures
- Know and comply with all policies and regulations
- Report any injury or illness immediately
- Report unsafe acts and conditions
- Participate in joint health and safety committees

It is each employee's responsibility to bring health and safety issues to the attention of their supervisor.

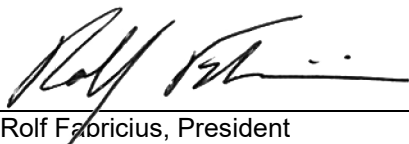
**2. The General Responsibilities of Supervisors are:**

- To see that employees work safely
- To see that safe and healthy work conditions are maintained
- Correct unsafe acts and conditions
- Report and investigate all accidents/incidents
- Instill safety awareness in workers

**3. The General Responsibilities of Management are:**

- Provide health and safety training for their supervisors
- Provide a safe and healthy workplace
- Establish and maintain a health and safety program that meets legislative requirements
- Provide first aid facilities
- Provide workers with health and safety information
- Support supervisors in their health and safety activities
- Evaluate health and safety performance of supervisors

NORTH AMERICAN STEEL encourages a co-operative approach to health and safety programs by fostering regular communication between supervisors and employees.



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Rolf Fabricius, President

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JANUARY 1, 2025

Date