

Arpac's Safety Policy

Arpac recognizes the rights of employees to work in a safe and healthy work environment.

We are committed to working in a spirit of consultation and cooperation with all employees to provide safe and healthy working conditions including physical, psychological and social wellbeing. As well as promoting positive attitudes towards health and safety in the workplace. Our policy mandate includes ensuring two-way communication is maintained between all levels of management and employees.

This commitment is held by all levels of management, including senior and middle management, as well as supervisors - who will set an example and be responsible for providing a safe worksite and for establishing and maintaining adequate standards of maintenance of site facilities and equipment to ensure hazards are guarded against or eliminated.

Employees and contractors are responsible for actively participating in the program, including completing training, following company health and safety rules and standards, complying with all applicable health and safety legislation, remaining alert to hazards in the workplace, and bringing hazards to the attention of their supervisor.

All employees are responsible and accountable for the company's health and safety performance. Active participation by everyone, every day, in every job is necessary for the safety excellence Arpac expects.

All program components are referenced in our Occupational Health & Safety Manual which is reviewed on an annual basis.



Aaron Brind
President
Arpac Storage Systems Corporation

March 1, 2022

Arpac's Injury Management Policy

Arpac's Injury Management Program provides a Stay-at-Work/Return-to-Work (SAW/RTW) commitment and process to facilitate an employee's return to their regular duties and hours following an injury.

Early intervention and regular communication is a major component in this process.

If the employee is not capable of immediately returning to their regular position, the Program also defines a process to work with their doctor to place the employee in a temporary assignment or schedule in which the employee's regular position is modified to accommodate the employee's physical restrictions, or to have the employee temporarily perform an alternate job that is better suited to their current abilities.

The SAW/RTW Program is a shared responsibility between injured employees and Arpac. While Arpac will proactively work with the employees to assist in a return to work, employees are expected to work with the Arpac to facilitate this process.

All program components are referenced in our Occupational Health & Safety Manual which is reviewed on an annual basis.



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