



SAFETY

Divestco is committed to ensuring the safety of its employee's, the public and the environment while conducting operations in a responsible, productive manner and following all relevant regulatory standards.

We believe safety is the responsibility of everyone (managers, supervisors, employees, sub-contractors, suppliers and visitors). The company, its officers and directors, are committed to providing a safe work environment and strive to encourage the active involvement of all stakeholders in the pursuit of safe work practices and procedures.

Management is responsible for establishing, implementing and maintaining a company safety policy that is compliant with all legislative and regulatory acts; and shall ensure these policies are communicated and acknowledged by competent supervisory personnel.

Supervisors are responsible and accountable for ensuring all employees, visitors and sub-contractors are aware of, and acknowledge, their workplace and safety responsibilities. Supervisors will be directly involved in the orientation and training of these individuals.

Employees will be responsible for protecting their health and welfare as well as that of their fellow workers. Employees are responsible, and will be held accountable, for becoming familiar with company work procedures and safety policies while complying with all applicable government regulations, and company policies and procedures.

We believe our people are the most valued assets of our company, essential participants with a shared responsibility in fulfilling our commitment of a safe work environment.

In our offices, we all have the responsibility to be aware of the importance of taking proper safety precautions. Such efforts include:

- Removing or covering electrical cords in aisles or walkways to prevent injury
- Storing equipment, supply boxes and supplies in areas not subject to employee or customer traffic
- Using proper equipment to move heavy objects
- Wearing appropriate footwear

You should familiarize yourself with the location of nearest exit and first aid kit in the office in case of emergency.

Safety Training

As a condition of employment, staff who are exposed to hazardous materials in their job will be required to attend a workplace hazardous materials information system (WHMIS) training session.

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