

Hydromax USA is committed to a standard of excellence as a health and safety leader and affirm to its employees, customers, and the public that it will always conduct its business activities in a manner which is protective of human health, safety, and the environment. All Hydromax USA employees and contractors under our operating control must manage health, safety, and environmental performance/systems in line with this Commitment and Policy.

Hydromax USA's Corporate Health, Safety and Environmental Policy is intended to ensure that the Company continuously achieves superior performance in fulfilling this commitment while providing an enabling environment that encourages all employees to participate and work collaboratively in developing, promoting, and improving health and safety at work.

THE HYDROMAX USA COMMITMENT TO HEALTH, SAFETY and THE ENVIRONMENT:

- > We will continuously ensure that all our activities comply with federal, state, provincial, and local health, safety, and environmental statutes and regulations. We will make every effort to exceed those standards whenever possible to further enhance health and safety and environmental stewardship.
- > We will plan work on the principle of "Safety Always" to pursue the goal of no harm to people or the environment.
- > We will strive to continually improve the performance of the Hydromax USA Health, Safety, and Environmental Management System. This includes providing the necessary training, equipment, and procedures to ensure a safe work environment.
- > We will conduct compliance audits and self-assessments with this Policy, measure progress of the Company's Health and Safety performance to ensure that results demonstrate continual improvement and provide periodic performance reporting to the Chief Executive Officer.
- > Every employee and contractor on Hydromax USA's premises or projects is accountable and responsible for adhering to this commitment and is expected to comply with the law and all policies and procedures.
- > Every employee holds the right and responsibility of intervening in unsafe or non-compliant situations and to refuse work if they believe that a dangerous situation or imminent danger exists at a worksite. It is the expectation that all employees will immediately report health and safety concerns, interventions, and work refusals to Hydromax USA management.
- > Hydromax USA managers are expected to take prompt and appropriate remedial action if notified of a health or safety concern.
- > All employees are encouraged to seek guidance from their supervisor, the Director of Human Resources and/or the Director of Environmental Health and Safety if they have reason to believe the Company's environmental health and safety standards are being violated.