

NELMAR DRYWALL COMPANY LTD.

SAFETY POLICY STATEMENT

[Revised Jan 2016]

Nelmar Drywall is committed to preventing injury and/or occupational illness in the workplace. Every reasonable measure will be taken to provide and maintain a safe and healthy work environment for all personnel, those who work with us, and the general public.

Nelmar will make every effort to provide a safe and healthy work environment. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury. All Subcontractors of Nelmar Drywall must make every reasonable effort to comply with all health and safety requirements of Nelmar and of the contractor or the constructor.

Supervisors will be held accountable for the health and safety of workers under their supervision.

Supervisors are responsible to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures. Workers must receive adequate training in their specific tasks to protect their health and safety.

Nelmar as an employer in construction is ultimately responsible for a worker's health and safety.

As president(or owner/operator, chairperson, chief executive officer, etc.) of Nelmar, I give you my personal promise that every reasonable precaution will be taken for the protection of workers.

Nelmar is committed to provide work places which are safe, healthy and friendly environments where safe working practices are insisted upon. We want everyone to encourage responsible behaviour and to contribute positively to seeking safer and more productive ways to work. The company believes that there is no other function within the organization that has greater importance than the management of health and safety.

President-Frank Dell'Elce

Reviewed Date

NELMAR DRYWALL COMPANY INC.

Harassment Policy Statement

[Reviewed Jan 2016]

Nelmar strives to provide a harassment-free environment. Mutual respect must be the basis of interaction, cooperation and understanding among all staff. Nelmar will not tolerate or condone behaviour that is likely to undermine the dignity or self-esteem of an individual, or create an intimidating, hostile or offensive environment.

Harassment is not a joke. It creates feelings of uneasiness, humiliation and discomfort. It is an expression of perceived power and superiority by the harasser(s) over another person, usually for reasons over which the victim has little or no control: sex, race, age, creed, colour, marital status, sexual preference, disability, political or religious affiliation, or place of national origin.

Harassment can be defined as any unwelcome action by any person, whether verbal or physical, on a single or repeated basis, which humiliates insults or degrades. "Unwelcome" or "unwanted" in this context means any actions, which the harasser(s) knows, or ought reasonably to know, are not desired by the victim. Prohibited grounds under the Ontario Human Rights Code include: race, sex, age, marital status, sexual orientation and disability.

For the purpose of this Policy, racial and sexual harassment is defined as follows:

Racial Harassment

-Unwanted comments, racial statements, slurs and jokes.

-Racist graffiti and literature including articles, pictures and posters.

Sexual Harassment

-Any unwanted attention of a sexual nature such as remarks about appearance or personal life, offensive written or visual actions like graffiti or degrading pictures, physical contact of any kind, or sexual demands.

If anyone, at any time, feels that they are being harassed they are to report this to their Supervisor or bring the concern directly to the President and appropriate measures will be taken.

President: _____
Frank Dell'Elce

Date: _____