



Health and Safety Policy

Purpose/Objective

Maintaining a safe workplace is essential to GRANITE SOLUTIONS GROUPE's operations, and it is the company's policy to promote safety on the job and to comply with applicable laws regarding safety in the workplace. The health and well-being of employees is foremost among the company's concerns. For this reason, employees are expected to assist the company in maintaining safe working conditions. Employees are required to follow common sense safety practices and to correct or report any unsafe condition to their supervisors or human resources. Safety is a state of mind and requires constant vigilance and common sense. Safety is everyone's responsibility.

Eligibility

This policy applies to all employees while at work or engaged in work-related activities.

Procedures

The company recognizes that the responsibilities for safety and health are shared. Thus, the company has in place a safety and health program and provides regular training to all employees regarding this program. Employees who have questions about the company's safety and health program should contact their supervisors or human resources.

Employees are responsible to comply with the company's safety rules and regulations and for continuously practicing safety while performing their duties. Employees are required to report to work during each scheduled workday able to perform their job duties safely and competently. If an employee is unable to perform safely or competently his or her job duties for any reason, he or she is required to inform their supervisors or human resources. Additionally, employees who observe or experience unsafe working conditions are required to immediately report the unsafe working conditions to their supervisors or human resources.

Additionally, as detailed in the company's employee handbook, all workplace accidents, injuries and illnesses involving employees, even those that are not serious, must be immediately reported to their supervisors or human resources. Similarly, all accidents and injuries involving the company's customers, vendors, contractors or any other person who is on company premises, even those that are not serious, must be immediately reported to their supervisors or human resources.

It is only through full knowledge of every accident or injury that the company can become a safer, healthier place to work for everyone. Employees' notification to the company of unsafe working conditions or of workplace accidents, injuries or illnesses is essential to enforcing this policy. Employees may be assured that they will not be penalized in any way for reporting unsafe working conditions or workplace accidents, injuries or illnesses.