
MANAGEMENT LEADERSHIP & ORGANIZATIONAL COMMITMENT**COMPANY HEALTH & SAFETY POLICY**

Expanding Edge Permaculture Inc. (ExpEdg) and its management are committed to doing all things practical to ensure we are providing a safe working environment for our all of our employees, sub-contractors, visitors and customers. We value human safety as an extension of the permaculture ethic of People Care and will seek to provide fair and just risk management within the context of protecting and improving the larger world around us.

Employees & sub-contractors at every level are responsible and accountable for the company's health and safety performance. Active participation by everyone, every day, is necessary to achieve the excellence in sustainability service outcomes ExpEdg strive towards.

It is with that goal in mind that we have developed our HSE system and provide leadership to all. In doing so, managers will actively work with and alongside internal and external parties to develop effective safe work procedures that are appropriate to the daily operations of ExpEdg. Management will ensure each individual employee receives adequate training for their job position and that the proper tools and equipment are provided or available. It is the responsibility of managers to monitor and enforce all company policies outlined in the HSE program and enforce disciplinary action and enforcement as per policy statements if necessary.

To ensure that all are prepared to fulfill their responsibilities, ExpEdg requires all applicable OHS legislation & regulations, as well as all company rules, policies and procedures to be reviewed as part of each new hire's initial orientation and continued learning. All workers, sub-contractors, managers and visitors are responsible and accountable for helping to provide a safe work environment by following proper procedures, rules, wearing/using and maintaining all required PPE, identifying and reporting hazards.

ExpEdg will regularly review and evaluate their safety programs effectiveness and overall performance by identifying strengths and opportunities for improvement, taking into account changing laws and regulations, advancements in technology, industry standards and new equipment. Findings will be shared to improve performance and ensure continued high performance in all areas of the Environmental, Health and Safety Management System.

As per Management
January 15, 2020