



Health and Safety Policy

ENWIN Utilities Ltd. recognizes the importance and contributions of its employees to the organization. To ensure the well-being of all employees, the Management team is committed to providing a safe and healthy working environment. Management recognizes that all workers have the right to work in a safe and healthy workplace.

With the assistance of our Joint Health and Safety Committee's (JHSC), the International Brotherhood of Electrical Workers, Local 636 and the Infrastructure Health and Safety Association (IHSA) and such other safety associations as deemed appropriate, Management will provide education, training, and the required tools for the identification of hazardous conditions to all employees.

Strict compliance with the Occupational Health and Safety Act and all other applicable legal requirements is expected of all ENWIN Utilities Ltd. employees, students and contractors.

ENWIN maintains the Certificate of Recognition (COR) program through IHSA to ensure ENWIN's Health and Safety System is consistently being reviewed and improved upon. All employees are encouraged to contribute to ENWIN's Health and Safety program through their immediate supervisor and their JHSC representatives. All employees are also required to follow ENWIN Utilities Ltd. procedures for reporting accidents, incidents, and hazards.

Management and employees must share the responsibility for working safely, observing rules for safe work practices, complying with legal requirements, and committing to the prevention of injury and ill health and the continual improvement of the Health and Safety Management System. Employees are encouraged to address situations of unacceptable risk whenever possible. Alternatively, they are to report their findings to their immediate supervisor as soon as possible for the timely resolution of the identified hazard.

ENWIN Utilities Ltd. strives to be an industry leader in Health and Safety by committing to:

- Conducting a complete audit of the entire Health and Safety Management system at least once a year.
- Communicating this Health and Safety Policy to all levels of our organization, and to all interested external parties.
- Implementing corrective actions as well as preventive actions as required.
- Performing Management Review of the entire system at least once a year.
- Reviewing and updating this policy annually in an effort to ensure its continued accuracy.

A partnership in pursuit of occupational health and safety is the first step towards excellence. This is a goal we all share.

Signed: 
Garry Rossi - CEO

Dated: 12/17/2025