



Occupational Health & Safety Policy Statement

Terlin Construction Ltd. is committed to providing and maintaining a safe and healthy work environment for all workers, contractors, and visitors.

We will meet applicable occupational health and safety legislation and industry standards in all jurisdictions where we operate, including Ontario and Alberta.

We believe injuries and occupational illness are preventable. Safety is a condition of work and a shared responsibility.

Terlin will maintain a health and safety program appropriate to our operations, including hazard identification, hazard assessment, and effective controls, along with training, supervision, and ongoing monitoring to reduce risk and prevent recurrence.

Supervisors are responsible for maintaining safe work practices and ensuring workers have the information, instruction, and supervision required to work safely.

Workers and contractors are responsible for following safe work procedures, using required protective equipment, and reporting hazards, unsafe conditions, near misses, incidents, and injuries promptly.

This policy will be communicated, posted as required, and reviewed at least annually and as needed to reflect changes in our operations or legal requirements.

A handwritten signature in blue ink, appearing to read "Terry McLaughlin", is positioned above a horizontal line.

Terry McLaughlin, President

January 3, 2026

Date