



Safety Policy Statement

At Carlan Services Ltd., we are committed to providing a physically and psychologically healthy and safe workplace that protects our employees, subcontractors, property, the environment, and the public.

We believe that a strong safety culture is fundamental to our success and is the shared responsibility of everyone at every level of the organization—from management to front-line workers.

Our Commitments

- To uphold and continually improve a proactive health and safety program.
- To comply with all applicable Occupational Health and Safety (OH&S) legislation, WCB, AER, and other relevant regulatory requirements.
- To provide all employees and subcontractors with the training, equipment, and procedures necessary to perform their work safely.
- To encourage and support active participation in safety by all personnel, every day, on every job.

Roles and Responsibilities

- **Management** will lead by example, promote safe work practices, and ensure adequate resources are allocated to maintain a safe workplace.
- **Supervisors** are accountable for ensuring that safety procedures are followed by all workers under their supervision and for setting a high standard of safety leadership.
- **Employees and Contractors** are responsible for working safely, following all company procedures, reporting hazards, and contributing ideas for safety improvement.

Our Goal

An injury-free and incident-free workplace is our goal. We believe:

All accidents are preventable.

All hazards are controllable.

Working safely is a condition of employment.

Safety is everyone's responsibility.



Through continuous effort, education, and cooperation, we can maintain a workplace where everyone goes home safe — every day.

Signed:

A handwritten signature in black ink, appearing to read "G. Furlong", is written over a horizontal line.

Greg Furlong
Operations Manager
Carlan Services Ltd.

Date: JAN. 1/2026
