



## Health and Safety Policy

Ivernia places the utmost importance on the health and safety of our employees, contractors and visitors to our workplaces. We are committed to continue to improve our health and safety performance and become an industry leader in health and safety management.

To achieve this commitment and eliminate work-related injury and illness, all Ivernia management will:

- Comply with or exceed all applicable health and safety legislation, standards and other requirements to which Ivernia subscribes, as well as Ivernia's related policies and standards.
- Identify all potential hazards and dangers that can adversely affect health and safety of all employees, contractors and visitors, and ensure that effective measures and management systems are established and implemented to eliminate or minimise these risks.
- Set appropriate and measurable health and safety objectives and targets, and develop and implement management systems and programs to monitor and improve our health and safety performance.
- Review our progress in health and safety performance periodically and appropriately, so as to be able to take necessary and proactive actions to improve systems and procedures.
- Ensure a healthy and safety workplace by providing and maintaining safe facilities and systems of work.
- Provide necessary and appropriate information, education, training and supervision to all employees and contractors, so that they can work in a healthy, safe and efficient manner.
- Promote and lead communication and cooperation between management and fellow employees to enable health and safety responsibilities to be fulfilled.
- Ensure that all incidents and near misses are investigated and preventive actions are taken to avoid reoccurrence. Suggestions from all stakeholders useful to enhance our health and safety performance should be given thorough consideration and actions taken where necessary.

- Communicate this policy to all employees, contractors and other interested parties, including periodical review to ensure its appropriateness.

All Ivernia employees and contractors at all time will:

- Take reasonable care and perform all duties in a manner which ensures the individual's health and safety, and that of others.
- Immediately report all hazards, risks, incidents and other health and safety concerns, and take action to rectify them.
- Cooperate with management to achieve Ivernia's commitment by following safe and healthy working practices, instruction and rules.

Alan De'ath

President and Chief Executive Officer

Ivernia Inc.

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