



HEALTH AND SAFETY POLICY

There is nothing more important than the health and safety of our employees. We must all strive to achieve a goal of no accidents, no injuries, and no occupational illnesses. In more specific terms our policy is to:

- Assign greater importance to Health and Safety than to anything else, including profitability, product quality or customer satisfaction.
- Meet and often exceed government Health and Safety regulations and other requirements.
- Maintain a company culture of excellent Health and Safety practices.

Blachford's Commitment to Employees

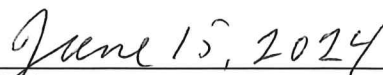
- Hold management responsible and accountable for each employee's safety and for creating a healthy work environment.
- Make Health and Safety considerations a priority in our planning for all new products and processes.
- Identify and continually work to eliminate the hazards and reduce risks our employees and others may be exposed to resulting from our products or our equipment.
- Engage third party experts to assist in both identifying and minimizing hazards.
- Educate, train, and motivate employees to conduct their activities in a safe and healthy manner and to identify unsafe practices.
- Conduct Health and Safety inspections on a regular basis and require that senior managers participate in workplace inspections.
- Provide necessary personal protection equipment and instructions for its use and care.
- Investigate promptly and thoroughly every incident; determine the cause and take corrective action to prevent the incident from occurring again.
- Insist that all contractors and visitors abide by our Health and Safety procedures.
- Provide wellness programs that contribute to the productivity, health, and wellbeing of our employees.
- Set clear goals and objectives for the continual improvement of safety and health of our employees.
- Collaborate with all employees to provide a culture of participation and ownership of safety and health.

Blachford's Expectation of Employees

- Take responsibility for your safety and that of other employees.
- Do no work that is dangerous or unhealthy.
- Identify hazards in the workplace and bring these to management's attention.
- Participate in Health and Safety programs, including training and incident investigations.
- Work in compliance with the law and Company policies and procedures.
- Strive to improve your wellness through a healthy lifestyle.



John Blachford, CEO



Date