



Health and Safety Policy Statement

It is the policy of GAL Power to perform work in the safest possible manner consistent with the Ontario Health and Safety Act (OHSA) and applicable Regulations for Industrials Establishments. Protection of employees, from injury or occupational illness, is a major continuing objective. All management staff and workers must be dedicated to the continuing objective of reducing risk of injury. As President of GAL Power, I give my personal promise that every reasonable precaution will be taken for the protection of workers.

Management will be held accountable for the Health and Safety of workers under their supervision. Management will be held responsible for ensuring that machinery and equipment are safe and that workers work in compliance with established safe work procedures. We further ensure that all workers will receive adequate training in their specific work tasks to protect their Health and Safety.

As a condition of employment, every worker must protect his or her own health and safety by working in compliance with the OHSA and its applicable Regulations and Safe work practices and procedures established by GAL Power. The company Health and Safety Program will be reviewed with employees upon hiring.

It is the goal of GAL Power to eliminate or minimize hazards that may cause accidents and injuries as well as those which create health hazards. All incidents and accidents will be viewed as a serious matter and will be thoroughly investigated and, if necessary, changes will be adopted to minimize the likelihood of a repeat incident and/or accident.

Compliance with this policy will be reviewed regularly at all employee levels. Violations will be recorded. Repeated disregard of wilful violations of this policy by any subcontractor or employee, at any level, may be considered cause for disciplinary action in accordance with the GAL Power enforcement policy and existing laws.

GAL Power recognizes that working in a safe environment is a right for its employees and further recognizes that the benefits of working in a safe and healthy work environment extend to GAL Power employees, their families and friends.

A handwritten signature in blue ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name Guy A. Lapierre.

Guy A. Lapierre
President and Chief Executive Officer
GAL Power

September 1st, 2014