

SAFETY POLICY

Hi-Tech Seals is committed to the health and safety of all employees, contractors, clients, and the public. All employees of Hi-Tech Seals are responsible for ensuring that the safety program is continually updated, improved, and maintained (including an annual review by Senior Management). Employees at every level are responsible and accountable for our overall safety initiatives. We take responsibility in upholding this commitment by:

- Complying with applicable safety laws, government regulations, industry standards, and our own policies. Exercising sound judgment and common sense when undertaking any work related tasks.
- Working with our employees to promote a healthy and safe work environment. Including ensuring the physical, psychological, and social well-being of our employees is protected and maintained.
- Making safety considerations an integral part of our planning process.
- Remaining sensitive to the concerns of the public.
- Identifying and mitigating the adverse impacts of our operations on the environment in keeping with good environmental and business practices.
- Responding to safety emergencies in a prompt and efficient manner.
- Committing sufficient resources to ensure that its employees are fully informed of their responsibilities and are trained in safety while performing their duties. Hi-Tech Seals has a commitment to work in a spirit of consultation & cooperation with the workers.
- Taking an active approach to understanding any potential health, safety or environmental issues that may pertain to work undertaken as an employee or contractor of Hi-Tech Seals.

All Hi-Tech Seals employees and contractors are responsible for obeying all safety rules, following recommended safe work procedures, wearing and using personal protective equipment when required, participating in safety training programs and informing supervisors of any unsafe work conditions. Do not participate in any activities you deem unsafe; you have the right to refuse unsafe work. You are not expected to sacrifice the safety or well-being of personnel for expediency or any other reason.

Management, employees, and contractors are all committed to meeting this policy, now and in the future. Our ultimate goal is to have an accident free environment and protection from accidental loss.



President - Dustin Jackson

Hi-Tech Seals

ISO 9001
REGISTERED QMS

June 2025

Date