



HEALTH AND SAFETY POLICY

DCM management considers occupational health and safety an essential part of its activities.

We recognize that our employees, the public and neighbouring workers have the right to a safe work environment at all times.

We are committed to providing our employees with adequate tools, the required personal protective equipment, in addition to the necessary information and training sessions.

We are dedicated to implementing and continuously improving our safe work management practices in order to achieve and maintain a zero-incident work environment.

DCM managers and supervisors as well as all subcontractors are accountable for the application of the safety regulations and standards.

Each employee has to ensure their own health and safety and that of the others in accordance with the safety procedures and practices established by DCM.

We are committed to working with our supervisory personnel and our employees in order to ensure a safe work environment for all with the participation and involvement of all.

A handwritten signature in blue ink, appearing to read 'Neil Macrae'.

Neil Macrae
President

2019-08-20

Date