



Safety Policy

This Policy applies to Company employees, owner/operators and contractors granted access to Overland West property.

Safety is the prevention and controlling of injuries and accidents, an accident being an undesired event that results in harm to people, damage to property or environment.

Introduction

At Overland West, our goal is to meet our customers' transportation and distribution needs by moving their goods on time, safely, and damage-free.

The Company supports, participates in and is dedicated to the research, education and promotion of safety and health, cooperates with regulatory agencies, and complies with applicable regulations to maintain a safe and healthy workplace.

Safety and the prevention of accidents in the workplace can be fully achieved through the total commitment of all Company personnel.

The Company's policy is premised on the following:

- to work in a safe manner is a condition of employment;
- accidents or incidents resulting in loss or injury are preventable;
- it is possible to eliminate or safeguard all operating conditions that may result in injury or accidents or damage to the environment;
- management is responsible and accountable for ensuring the safe work practices of its employees;
- employees are responsible and accountable for safely performing their duties;
- employees will be provided with appropriate training to enable them to work safely;
- accidents or incidents resulting in or having potential for loss or injury will be investigated to determine cause(s);
- employees and management will work cooperatively to promptly resolve and improve safety and health conditions in the workplace;
- no task, no matter how important or urgent will be done unless it can be done safely.

Policy

Accordingly, the Company is committed to:

1. Take reasonable measures for the protection of employees, customers, property, and the general public.
2. Promptly address environmental, safety and site security concerns.
3. Analyze accidents or incidents resulting in or having potential for loss or injury and take remedial action promptly to prevent recurrence.
4. Require persons granted access to Company property to comply with applicable Safety and Health policies, standards, and procedures.
5. Provide employees with training to enable them to work safely.

Responsibility and Authority

Management

The President or delegate has the responsibility and authority to implement this policy, including the development and approval of standards and procedures.

The Vice President or delegate is responsible for developing, introducing and monitoring policies, standards, procedures and guidelines aimed at preventing accidents and reducing their adverse effects.

Each manager or supervisor is responsible within their respective jurisdiction for taking those actions deemed necessary to ensure compliance with Company policies, standards, procedures and guidelines and for the safe work performance of employees.

Each manager or supervisor must demonstrate commitment to this policy at all times, and ensure its compliance in all work places.

Employees

All employees of the Company are responsible for performing their duties in a manner consistent with Company policies, rules and standards, and for taking measures to ensure their own safety and that of their fellow employees and customers.

Employees at all levels of the organization are empowered to stop operations that constitute a danger to themselves or a fellow employee. They are also responsible for participating in the correction of the situation and/or condition.

A handwritten signature in black ink, appearing to be "C. Engel".