Overland West
Health and Safety Policy Statement

Overland West is committed to operating in a manner that ensures a safe and healthy work environment for our employees, contractors, and customers. In order to achieve this, Overland West's senior management has developed this policy committing to implementing a health and safety management system which applies to all employees and contractors including owner operators. Overland West will communicate this safety policy with all workers and this policy will be posted in the workplace and made readily available to all interested parties.

Management Health and Safety Goals and Objectives

- Implement and maintain a health and safety management system to reduce worker injury and illness.
- Ensure workers understand their right to know, right to participate and right to refuse unsafe work.
- Work to review and continually improve our health and safety program.
- Hold regular health and safety meetings with workers to communicate health and safety information.
- Make all reasonable efforts to comply with applicable legislative requirements of the Canada Labour Code Part II and Canada Occupational Health and Safety Regulation.

Responsibilities

Employer/Management Responsibilities

- Ensure the health and safety of all employees and contractors.
- Establish health and safety programs, policies, and procedures as per regulatory requirements.
- Ensure each employee is made aware of all known or foreseeable hazards in their area of work.
- Provide employees all training, information, instruction, and supervision necessary.
- Establish and cooperate with the Joint Health and Safety Committee.
- Ensure workers have access to safety regulations and other relevant resources.
- Conduct an annual review of the safety program and develop annual safety improvement plan.
- Hold an annual company-wide health and safety meeting to communicate safety policies, objectives, performance, and continuous improvement goals.

Supervisor Responsibilities

- Ensure the health and safety of all workers under their direct supervision.
- Ensure supervised workers are made aware of all known and foreseeable hazards.
- Be knowledgeable of applicable legislation and regulations relevant to the work being supervised.
- Actively promote the safety program and encourage safe work habits.

Worker Responsibilities

- Take all reasonable precautions to protect themselves and others affected by their actions at work.
- Use and wear all protective equipment, clothing and devices as required by the employer.
- Do not work while impaired by drugs, alcohol, fatigue, or other causes.
- Report any violations to regulatory requirements or workplace hazards.
- Follow all established health and safety procedures and company rules.
- Know how to access applicable safety legislation.

Craig Engel
President

January 19th, 2026