

January 2022

HEALTH, SAFETY, ENVIRONMENT AND PANDEMIC (HSEP) POLICY



Zero Incidents; a state of mind

As a leader in the field of Design, Engineering, Energy conservation and low GWP / GHG reductions solutions for Ice Rinks and Refrigerated facilities JBB Consultants & Engineers Inc. (JBB Inc.) its employees, affiliates, sub-contractors, sub-consultants and strategic partners, hold at its core, all established, published and mandated Health and Safety and Environment (HSE) policies and standards at the forefront of what we do, along with applicable in-force Pandemic and critical provincial, federal health and safety protocols.

JBB Inc. is committed to providing all employees, clients and cohorts a safe and healthy workplace for all those individuals affiliated with our firm. To do so, JBB Inc has goals and targets to achieve Zero Incidents to people, property and environment, JBB Inc., supports these goals by following the in force HSEP Program of our clients that is in line and closely follows all legislated requirements in all regions that we operate in Canada and around North America. Employee and sub-consultants / contractor participation, adherence, belief and willfulness to meet and exceed these policies are paramount to our Zero Incidents goal. All our employees and partners must assist to identify, prevent and eliminate workplace hazards and reduce the risk of injury in all workplace scenarios. JBB Inc. is committed to keeping our employees fully informed with regards to procedural, regulatory and industry best practices

JBB Inc. OWNERS, MANAGEMENT AND LEADERS ARE EXPECTED TO:

- ✚ Establish and set a safety-first culture by demonstrating full commitment to our client's safety programs as applicable to the work we undertake on their behalf.
- ✚ Provide any required personal protective equipment (PPE) needed to carry out tasks, contractual requirements in meeting and exceeding or clients' expectations.
- ✚ Ensure all tools, measurement devices and equipment are used and maintained to manufacturers stated requirements and guidelines.
- ✚ Investigate, report any and all accidents, near-misses, incidents and identify and implement corrective measures, preventative measures and root cause review to avoid future and repeat incidents.
- ✚ Apply and ensure compliance with required policy, procedures, guidelines and rules that have been adopted to promote Occupational Health and Safety for all involved.

JBB Inc. EMPLOYEES AND SUB-CONSULTANTS AND CONTRACTORS ARE EXPECTED TO:

- ✚ Be fully responsible for the company's safety policy, initiatives and follow outlined practices, policy and procedures and legislated requirements.
- ✚ Wear and use all appropriate protective equipment as supplied and intended.
- ✚ Inform their partners and co-workers of any and all unsafe conditions, and as possible improve and enhance safety measures immediately.
- ✚ Identify and communicate safety hazards to others.
- ✚ Be accountable and responsible for their own individual safety and safety of others within their work places.

As part of this continuous improvement and evolving HSEP Plan, JBB Inc. ownership and senior managers, in line with its core values, goals and strategic vision, are consistently pursuing and enhancing & supporting its efforts to build and develop a superior, industry leading HSEP culture within the company and those that we conduct business with. Together, these steps and all future additions and improvements to our HSEP Policy, any and all mandates by local provincial, federal and international health agencies, will enhance and enable JBB Inc. to meet its goal to remain an incident, accident and injury-free company and a continually safe working environment.

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