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|  | ENVIRONMENTAL, HEALTH & SAFETY POLICY | RF-018 |
| | <i>Guardian Chemicals Inc.</i> | Revision # 10.0 |

Guardian Chemicals Inc., a manufacturer of specialty chemicals, recognizes the right of all workers to work in a safe, healthy, and secure environment and is committed to working in a spirit of consultation and cooperation with all employees, contractors, and customers to achieve excellence in safety performance.

It is the responsibility and commitment of the Managing Directors to ensure:

- A safe, healthy and environmentally sound workplace is provided and promoted;
- That an EH&S program is established and regularly maintained;
- Operations/products do not present an unacceptable level of risk to its employees, customers, vendors, visitors, public, environment or other interested parties as applicable;
- Consultation and participation of workers;
- Compliance with all applicable legal and regulatory EHS requirements; and
- Training and equipment needs are identified and addressed.

It is the responsibility of the MANAGERS to ensure that employees are competently trained, given required equipment, participating in, and being continuously evaluated on EHS performance.

It is the right and responsibility of ALL EMPLOYEES, contractors, and sub-contractors to actively participate in the EH&S program by assessing hazards, following procedures, only performing tasks that they have been deemed competent in, wearing, and utilizing properly maintained safety equipment and reporting incidents and near misses. All employees have a right to know the hazards of their job and to refuse unsafe work without fear of reprisal.

Guardian Chemicals Inc. is committed to document, implement, maintain, and communicate to all employees an EH&S Program which satisfies the following requirements where applicable:

1. ISO 14001 Environmental Management System.
2. Alberta Occupational Health and Safety Code.
3. ISO 45001 Occupational Health and Safety Management System.
4. COR Alberta (Certificate of Recognition) OHS conformance.
5. Compliance to any legal and other requirements applicable to Guardian Chemicals Inc.
6. That this EH&S policy is available to the public.

Along with continual improvement, the EHS program effectively provides:

- Prevention of physical injury, psychological trauma, illness, ill-health (social well-being) through effective education and training;
- Communication to all persons working under Guardian's control so they are made aware of their occupational health and safety obligations;
- Commitment to protect the environment such as pollution prevention and to limit risk of applicable negative environmental impacts; and
- Setting and reviewing objectives, goals and/or targets through regular management reviews.



 John David Roth
 Managing Director



 Geoffrey Roth
 Managing Director