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1.0 Purpose

This policy sets out RMA's commitment to health, safety and the environment (HS&E), and supports this commitment with a statement of principles and provides guidance on how they are applied.

2.0 Policy Details

RMA:

- Is committed to protecting the health and safety of all individuals affected by our operations.
- Will ensure compliance with applicable laws, regulations, industry codes and safety standards.
- Ensures that each employee understands their HS&E responsibilities, is trained and is monitored for compliance.
- Must identify, assess and manage HS&E risks throughout our business lifecycle.
- Is committed to protecting the environment.
- Will assess the potential effects of its projects and will incorporate protective measures into the planning process to prevent or minimize the footprint on the environment.
- Is committed to open and honest dialog with all stakeholders.

Health, Safety and Environment Principles

As defined in our policy our commitments for Health, Safety and the Environment are of utmost importance.

The following principles are to be used in the achievement of our corporate policy to accomplish the best performance in HS&E.

- Make efficient use of resources and minimize our environmental footprint. Make every effort to conserve our environment and protect all individuals which are



affected by our operations. Preserve the environment to the best of our capabilities in the communities in which we live and operate.

- Ensure HS&E risks are properly identified, assessed and controlled to eliminate risks to the environment and the health and safety of all people. Provide direction and guidance through the integration of our HS&E management system.
- Ensure Crisis Management and emergency response plans exist to ensure decisive and effective incident response. Be compliant with all applicable laws, regulations and industry standards.
- Ensure each employee is trained and compliant in the skills needed to carry out their job functions. Every individual is accountable for their HS&E responsibilities associated with their job activities.
- Provide a safe and healthy working environment and expect our workforce to comply with the health and safety practices established for their protection. Maintain our commitment to communicate with our stakeholders in a respectful manner.
- When selecting third party services ensure performance and expectations are defined, communicated and monitored.
- Ensure that all incidents are reported, investigated, documented and corrective actions are identified to prevent reoccurrences.
- Ensure that all HS&E documents are retained, protected and accessible and the document management program is adhered to.
- Regularly evaluate, monitor and measure our progress internally and externally as benchmarking tools to continually improve our HS&E performance.

Application of the HS&E Policy and Principles

RMA requires that all employees conform to all policies, procedures and standards and comply with all applicable government legislation.

Contractors must comply with their own respective health and safety programs that are in place.



RMA also requires that contractors have their own emergency response plans in place for work they perform. It is also critical that contractors understand their responsibilities under RMA's Emergency Response Plan.

The Safety Orientation handbook serves as a reference guide for general use and may not be applicable to every circumstance. It is intended to present you with a general understanding of the Health, Safety and Environmental expectations of RMA. This handbook contains an overview of policies, rules, regulations, procedures and standards required of employees, contractors and subcontractors.

RMA takes very seriously our commitment to safety for employees and the public which may be impacted by our activities.

RMA will provide a safe work environment and expects all personnel working on our behalf to comply with the HS&E practices established for their protection. If your safety is going to be jeopardized, refusing to do the work will not cause you to be disciplined. Personnel working at RMA sites are expected to report unsafe conditions and practices to their appropriate supervisors.

If a discrepancy exists between this HS&E orientation document and any applicable government Act or Regulation, then legislation shall prevail.

3.0 Policy Scope

This policy applies to Rocky Mountain Adaptive Sports Centre ("RMA"). The term "employees" is used to refer collectively to the employees, volunteers, directors and officers of RMA, and consultants, contractors and other persons engaged by RMA to act on its behalf.

4.0 Related Policies

POL_3100_ Operations Policies_General_Code of Business Conduct and Ethics

5.0 Policy Owner

Board Chair



6.0 Definitions

Refer to Policy.

7.0 Procedures

N/A