



VERUS CONSTRUCTION SERVICES INC.

Environmental, Health and Safety Policy and Procedures

INTRODUCTION:

Our Environmental, Health and Safety Policy and Procedures are developed to advance our commitment to quality service in a manner that ensures a safe and healthy workplace for our employees, and minimizes our potential impact on the environment. These strategic and comprehensive plans are based on the principles and guidelines established by environmental legislation. We continue to use pollution prevention and environmental best practices in all of our projects, and encourage our suppliers as well as other stakeholders to do the same.

We developed our Environmental, Health and Safety Policy and Procedures to focus on the following areas:

- I. Environmental Procedures
- II. Environmental Performance and Consideration
- III. Health & Safety Standards

ENVIRONMENTAL, HEALTH AND SAFETY POLICY AND PROCEDURES:

I. Environmental Procedures

We require all subcontractors, vendors and suppliers maintain specific criteria that further the company's environmental goals and align with our own. Before initiating business with any subcontractors, vendors or suppliers, these standards must be met and documented. When all necessary documents are on file, the project is allowed to proceed.

In order to comply with all governmental legislation and preserve the environment, we will:

- i) Act in full compliance with all relevant laws and regulations of the countries in which we operate regarding environmental procedures.
- ii) Promote the efficient use of materials throughout construction and to minimize negative impact on the environment. Our efficiency requirement extends to construction resources and all relevant facilities.
- iii) Train, educate and inform all employees about environmental legislation, hazards, and issues that will affect their work. All stakeholders must promote environmental awareness among employees and encourage them to work in an environmentally-responsible manner.
- iv) Purchase and utilize environmentally-friendly products for all business services, including non-construction sectors.

II. Environmental Performance and Considerations

We ensure strict adherence to environmental legislation, stakeholder compliance and the continual improvement of our Environmental Performance Considerations. Our Environmental Performance and Considerations mandate is dictated by both site-specific and corporate standards for all employees and stakeholders.

- i) We have developed a comprehensive emergency and spill response program for when the use of hazardous materials is necessary. This program is in compliance with environmental legislation. We continually limit the use of hazardous materials whenever possible.
- ii) We reduce waste through the re-use and recycling of materials. All stakeholders must also purchase recycled, recyclable and refurbished products where available, economical and suitable.
- iii) We expound our Environmental Performance and Considerations to clients, stakeholders, customers and the public to foster their compliance and support of our environmental commitment.
- iv) We integrate environmental concerns and impacts into every project to minimize damage. We continually review and expand our environmental policies to improve best environmental practices after referencing past, current and future assignments.

III. Health & Safety Standards

We take all reasonable steps to protect the health of employees, stakeholders and the public. Our Health & Safety Standards are in compliance with government legislation regarding health hazards and require the proper containment of hazardous materials such as:

- i.) Asbestos & Lead
 - a. We review building records of every work site to determine if asbestos or lead are present.
 - b. If asbestos or lead are present, no employees, subcontractors, vendors or suppliers may access the site until the proper removal of the material by appropriate licensed contractors.
 - c. Third-party air test results must be obtained, submitted and compliant with all gubernatorial health legislation.
- ii.) CFCS
 - a. We comply with all regulations regarding CFC usage and review with relevant project teams.
 - b. We ensure the proper handling and disposal of CFCs by subcontractors, employees, suppliers and vendors. These actions are in strict adherence with laws and regulations.
 - c. A licensed technician must visit each job site prior to demolition, reclaim CFCs and properly dispose of them.
- iii. Urea & Formaldehyde
 - a. All stakeholders must use reduced or urea and formaldehyde-free products for projects such as particle board, fiberboard, cabinetry, etc.

- b. We compile data regarding the usage of such material to reference for future assignments.