

## HEALTH AND SAFETY POLICY

Pinnacle Renewable Energy Inc. is committed to a safe and healthy workplace and environment for its employees. We will develop a culture that fosters continuous improvement in everything we do by establishing and maintaining safe work practices through proper procedures and direction. We will monitor our progress and communicate possible improvements. Safety is everyone's responsibility and in order for it to be effective everyone must contribute.


Should any employee experience an injury or illness, then every reasonable effort will be made to accommodate that worker to allow him to continue working through the Disability management program.


Senior management have the responsibility for establishing standards, policies and procedures for safe work practice as well as maintenance of buildings and equipment to provide a safe work environment. Senior management must also ensure that managers are trained and instructed in their responsibilities.

Managers and supervisors have the responsibility to ensure that employees are trained and supervised to meet the company standards and to react in a timely manner to safety issues that are brought to their attention.

Employees have the responsibility to follow the company policies, and procedures while working in a safe manner and to report any potential safety hazard to their supervisor/manager.

Signed by the Management of the Company February 13, 2014.

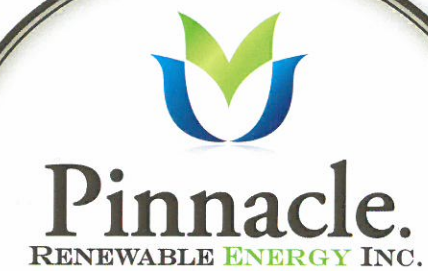
  
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Scott Bax, Sr. VP Operations

  
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Rob McCurdy, CEO

  
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Lorne Davies,  
Director of Safety & Environment

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Maintenance Superintendent

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Division Plant Manager



## RETURN TO WORK POLICY

Pinnacle Renewable Energy Inc. is committed to a safe and healthy workplace, however if an employee is injured at work the best way to reduce the impact of that injury is to return that employee to work as soon as possible. In order to accomplish this, the return to work coordinator will contact the worker as soon as possible to develop a return to work plan.

Should any employee experience an injury or illness then every reasonable effort will be made to accommodate that worker to allow him to continue working through the Stay at work/Return to Work Program.


In accordance with company requirements it is mandatory that all employees participate in the Return to Work Program. It is also mandatory that all employees who have a work related injury follow the incident reporting procedure.

If an employee is unable to return to their pre-injury position as a result of a work related injury then the company will consider alternate options.

Management must also ensure that all employees understand the value and importance of returning an injured employee to work and are trained and instructed in their responsibilities.

Any personal information that is collected as a result of this process will be held in strict confidence, and released only as required by law, or at the approval of the employee involved.

Signed on February 13th 2014.

  
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Rob McCurdy, CEO