



Pinnacle Renewable Energy

Connected by Purpose. Powered by People.



HEALTH AND SAFETY POLICY

We are committed to providing a safe and healthy work environment for all. Our mission is to “Safely Produce Quality Renewable Energy, while returning the greatest value to our stakeholders.” Our core safety value encourages employees to “Own it - at home, at work and everywhere.” We believe that our team performance is energized when all areas of operation are aligned with our core values. With the full engagement of our employees, we will continue to steward and honour our *Owning Safety* culture; fostering continuous improvement and excellence in everything we do.

Senior management is accountable to ensure the health and safety of everyone at the workplace. We will manage risk by incorporating innovative safety design; utilizing industry leading practices; and maintaining our facilities and equipment for optimal safe performance. Policies, procedures and standards will be established that meet and exceed legislated requirements. Management will also monitor and communicate safety performance regularly. Safety excellence will be recognized and rewarded by senior management.

Managers, superintendents, and supervisors are responsible to develop and verify employee competency for their tasks and responsibilities. They will also monitor and supervise employees and contractors; and will promptly and effectively address safety and health concerns brought to their attention.

Employees are responsible to follow company policies and procedures; always be prepared to work in a safe manner; watch out for other team members; and promptly report hazards, incidents, and injuries.

Should any employee experience an injury or illness, they will be treated with empathy and every reasonable effort will be made to accommodate that worker through our Injury Management Program.

Collectively, we share responsibility for *Owning Safety*. This means that as individuals and teams, we have the right and obligation to refuse unsafe work. The participation of all is essential to our success.

Committed to and signed by the Management of the Company on January 2, 2018.

Steven Mueller, Director of Health & Safety

Scott Bax, Sr. VP Operations

Rob McCurdy, CEO

Leroy Reitsma, President & COO

OWNING SAFETY: EVERY DAY, EVERY TIME, EVERY WHERE