



HEALTH AND SAFETY POLICY

POLICY STATEMENT

U2 Fasteners is committed to providing a safe and healthy workplace for all employees. Protecting the health and safety of workers is a core business objective and an integral part of all workplace activities.

U2 Fasteners will take every reasonable precaution to protect workers from injury and occupational illness, in accordance with the Ontario Occupational Health and Safety Act (OHSA) and applicable regulations.

EMPLOYER RESPONSIBILITIES

U2 Fasteners, as the employer, is ultimately responsible for workplace health and safety. The company will:

- Comply with the Occupational Health and Safety Act and all applicable regulations;
- Provide and maintain safe equipment, materials, and protective devices;
- Ensure workers receive appropriate information, instruction, training, and supervision;
- Identify hazards and take reasonable steps to eliminate or control risks;
- Support and maintain required health and safety programs and policies.

SUPERVISOR RESPONSIBILITIES

Supervisors are responsible for protecting the health and safety of workers under their supervision and will:

- Ensure work is performed in compliance with OHSA and company policies;
- Ensure equipment and protective devices are used and maintained properly;
- Address hazards and unsafe conditions promptly;
- Ensure workers are adequately trained to perform their duties safely.

WORKER RESPONSIBILITIES

All workers are responsible for protecting their own health and safety and that of others.

Workers must:

- Work in compliance with OHSA and company policies;
- Use or wear required personal protective equipment;
- Report hazards, unsafe conditions, or incidents to their supervisor;
- Refrain from unsafe acts or behaviour that may endanger themselves or others.

RIGHTS OF WORKERS



Workers have the right to:

- Know about workplace hazards;
- Participate in workplace health and safety initiatives;
- Refuse unsafe work, in accordance with the Occupational Health and Safety Act.

PROGRAMS AND SUPPORTING POLICIES

This policy is supported by workplace programs and procedures, including:

- Workplace Violence Policy
- Workplace Harassment Policy
- Drug and Alcohol Policy
- Emergency Procedures
- WHMIS Training and Hazard Communication
- Personal Protective Equipment Requirements

ENFORCEMENT

Failure to comply with this policy or related procedures may result in disciplinary action, up to and including termination of employment, in accordance with applicable law.

REVIEW

This policy will be reviewed at least annually and updated as required to ensure ongoing compliance.

Approved by: Swen Ruhmann, CEO

Effective Date: January 14, 2026

Last Reviewed / Revised: January 14, 2026