



Occupational Health & Safety Program

Recover at Work Program

Policy Statement

In fulfilling Gwil Crane Services' commitment to providing a safe and healthy working environment, a Recover at Work Program has been established for employees who sustain injuries on or off the job or recuperating from illness.

Gwil Crane Service undertakes to accommodate injured workers through early assistance, rehabilitation and placement, where possible, to the benefit of the entire workplace. This program provides gradual and consistent rehabilitation to all injured employees.

Recover at work is individualized for each employee, this program provides for a timely job modification / placement to an injured employee who cannot perform their regular duties as a consequence of an injury / illness.

The alternate job duties will be productive and valued work which can be performed safely and without risk of re-injury or aggravation to the condition, or risk to other employees. This will be done in an appropriate manner, in cooperation with managers, health care providers, WorkSafeBC representatives, and the worker.

Any personal information received from or about the worker will be held in the strictest confidence. Information of a personal nature will be released only if required by law or with the approval of the worker who will specify the nature of any information that may be released and to whom it can be released.

Gwil Crane Service is committed to the principles of the program, and will work cooperatively towards the successful, safe return to work for all of its employees.

All employees are expected to participate in this program.

Effective March 27, 2011, Lynanne Fortin, Safety Director will be the designated Return to Work/Recover at Work Coordinator.

A handwritten signature in black ink, appearing to read "R. Magee", written over a horizontal line.

Robert H.A. Magee
President

January 15, 2018



Occupational Health & Safety Program

Health & Safety Policy Statement

Gwil Industries Inc. is committed to providing first class service to customers while ensuring our employees work in a safe and healthy work environment.

To achieve this, Gwil will establish and maintain an occupational health and safety program designed to prevent injuries and disease.

Our commitment is to place the highest priority on health and safety and to allocate the necessary resources for training all employees to the highest possible safety standards. Gwil also recognizes and supports our workers' right and responsibility to refuse unsafe work as well as their right to a safe and healthy environment

Gwil Industries Inc. believes that all injuries are preventable and to that end Gwil will utilize an ongoing hazard identification process. Every effort will be made to:

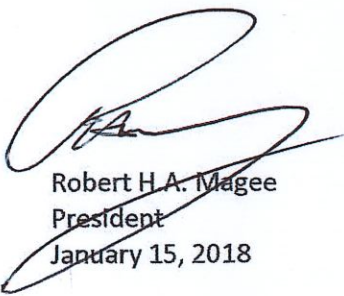
- Identify hazards;
- Inform others that would be affected by hazards
- Eliminate, control or reduce the risk of those hazards.

The goal of preventing personal injury or property damage cannot be attained without the commitment of everyone employed or engaged by Gwil. This commitment requires equal participation and responsibility at all levels

Management and workers will work in a spirit of consultation and cooperation to achieve our common goals.

Owners, Management, Supervisors, Employees, Sub-contractors and Health & Safety committee members will be held accountable for their responsibilities as detailed in Workers Compensation Act Division 3.

Compliance with Gwil's Health and Safety Program is a condition of employment at Gwil Industries Inc., management, supervision, employees and subcontractors will abide by our company Safety Manual, WCB Act and its Regulations.



Robert H.A. Magee
President
January 15, 2018