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1.0 Company Structure

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. operates under a standard joint Corporate Health and Safety Management System for all of its operations. This system provides the framework and standards for the companies to develop, implement and maintain their safety programs to the highest industry standards.

Use of this Health and Safety Management System throughout all operations is required and it ensures that standards, policies and practices are applied consistently to all aspects of our business. The system provides corporate standards that provide a basis for measurement and evaluation.

All aspects of the Corporate Health and Safety Management System shall be adhered to and implemented within all company operations, unless specifically noted within the program to be relevant to only one specific company's operations.

1.2 Health & Safety Policy

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. are committed to an accident-free workplace with the objective of protecting:

1. Its owner and all employees and subcontractors that work within the operations.
2. The property and equipment used in the business processes.
3. The environment where work is being conducted.
4. All visitors and customers that the company interacts with.

To accomplish this objective, the company will:

1. Ensure that Health and Safety matters are afforded priority within the companies as a core value in all business units
2. Ensure the protection and maintenance of the health & safety (physical, psychological, and social well-being) of employees.
3. Ensure workers are aware of their OHS rights & duties.
4. Ensure workers are not subjected to, or participate in, harassment or violence.
5. Ensure workers have competent supervision.
6. Comply with all Federal and Provincial statutes which are applicable.
7. Train workers to ensure that they are competent to perform their tasks in a safe and proper manner.
8. Provide the necessary personal protective equipment and instruction for use and care.
9. Investigate every accident promptly and thoroughly so as not to point blame on any one individual, but to determine the root cause in order to prevent its reoccurrence.
10. Investigate illness and disease promptly and thoroughly to determine the root cause in order to prevent its reoccurrence.
11. Develop and enforce health and safety rules.

The Health and Safety Program of our company is not static – as new technologies, training programs, safe work procedures and legislative changes occur, the elements within our program will require updates and further development.

Management and Supervisors will comply by company health & safety requirements and ensure that the proper equipment, training and procedures are in place. Workers are responsible for following safe work procedures and to communicate unsafe work conditions, whenever possible. By working together, we can all enjoy the benefits of a safe workplace.

The safety information in this policy does not take precedence over applicable government regulations, with which all employees should be familiar.



Monty Cissell, President
Wild West Dirt Works Ltd. & Glacier Rock Resources Inc.
July 5, 2023

1.3 Three Rights Policy

Right of Refusal

Each workers has the right and responsibility to refuse unsafe work or work which presents imminent danger and poses as a critical hazard either themselves or other workers.

When a worker deems that work maybe unsafe or possess a critical hazard or imminent danger, they must stop all operations and discuss the situation with the immediate supervisor in a professional manner. Most problems are due to a lack of communication and another procedure may be found to perform the task safely.

If a safe procedure cannot be agreed upon call the Operations Manager to assist with communication. Under no circumstances shall any worker get into heated debates with supervisors or leave the jobsite. The only time a worker should leave the area is if there is imminent danger.

If a solution has not been agreed upon, the office personnel will investigate the incident thoroughly and at that time will make a decision as to how to perform the task safely if at all. No work will continue until corrective actions have been made.

Right to Know

Each worker has the right to be informed by the employer of known or likely hazards in the workplace, and such should be provided with information, instruction, education, training and/or supervision necessary to protect their health & safety before work begins.

This may include third party training, online training, formal or site-specific hazard assessments, safe work practices and procedures and emergency response planning and prevention. The entirety of our health and safety program is dedicated to the workers right to know.

Right to Participate

Each worker is allowed and encouraged to partake in health and safety at the workplace. Exercise your right to participate by:

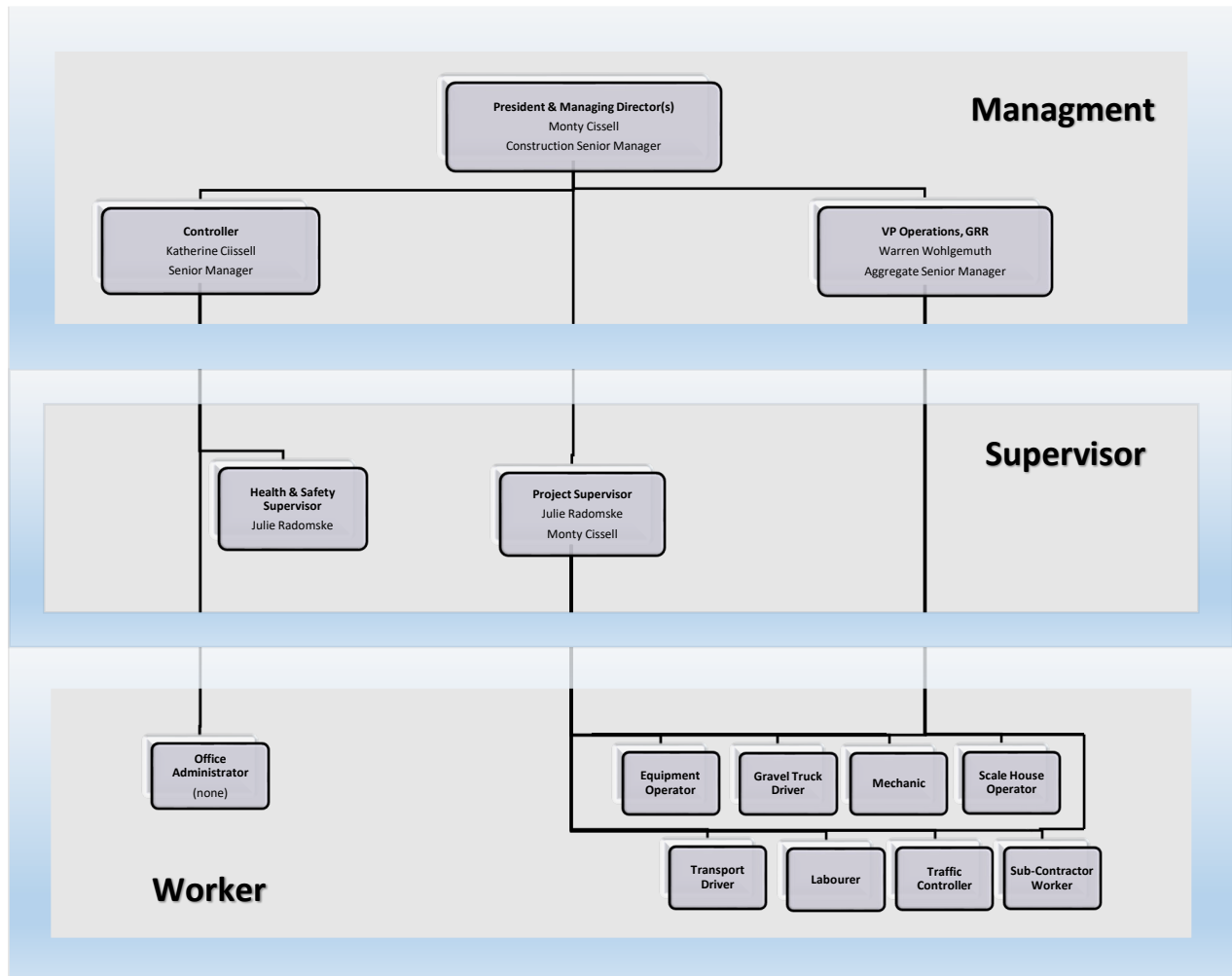
- Becoming a Health and Safety Representative at the workplace and/or participating in the health and safety committee (when over 20 employees)
- Reporting health & safety concerns to your supervisor
- Suggest ways to make your workplace safer
- Participate in Health & Safety Activities including meetings and Site Specific Hazard Assessments, inspections, investigations and emergency planning and drills.



Monty Cissell, President
July 5, 2023

1.4 Company Hierarchy

Company organizational chart. Note that being small companies, many roles are performed by one or multiple personal for both Wild West Dirt Works Ltd. and Glacier Rock Resources Inc.



1.5 Safety Responsibilities

The success of a Health and Safety Program requires the participation and commitment of everyone within the organization. Within the program, the responsibilities for safety have been defined for management, supervisors, workers, subcontractors, and visitors and the Health & Safety Coordinator.

Responsibilities of Management

President, Managing Directors, Controller

- i. To establish and maintain an effective safety and loss control program.
- ii. To develop a statement of policy relating to the Safety Program that demonstrates Management's commitment and sets the level of expectations for safety performance throughout the organization.
- iii. To provide a safe workplace.
- iv. To provide ongoing education programs including first aid, for the proper training of workers.
- v. To ensure that proper personal protective equipment is available.
- vi. To ensure that regular safety inspections on worksites are conducted.
- vii. To correct unsafe conditions.
- viii. To inform workers of their right to refuse work under unsafe conditions.
- ix. To investigate incidents, near misses, accidents and report injuries to the Workers' Compensation Board or WorkSafeBC within the 72 hour legislative requirement.
- x. To arrange for medical treatment as required in case of injury, illness or a dependency.
- xi. To ensure that company policies and work procedures comply with all government legislation.
- xii. To participate in regularly scheduled safety meetings whenever possible.

Responsibilities of Supervisors

Supervisor

- i. To understand the company's safety policy and relevant safety legislation.
- ii. To ensure that employees and subcontractors receive an orientation, including a review of the company's safety program and work procedures.
- iii. To establish safe work procedures and maintain a safe worksite.
- iv. To inform workers of their right to refuse work under unsafe conditions.
- v. To correct unsafe practices and conditions.
- vi. To ensure personal protective equipment is made available and that workers use the equipment in order to protect their health.
- vii. To conduct safety/tailgate meetings and record minutes for submission to the central office for review and filing.
- viii. Ensure staff has appropriate training for assigned job tasks.
- ix. To conduct Job Site Hazard Assessments and carry out regular inspections of the workplace to ensure a safe environment.
- x. To advise all employees of any potential or actual dangers and how to isolate, prevent or remove them.
- xi. To maintain a housekeeping standard for their particular work area.
- xii. To participate in the investigations of accidents, incidents and near misses so as to determine the "root" cause and prevent its reoccurrence.

Responsibilities of Workers

Equipment Operators, Transport Drivers, Mechanics, Labourers, Traffic Controllers

- i. To read, understand and comply with the company's safety policy, safe work practices, procedures and rules and client specific standards.
- ii. To wear the proper safety equipment and personal protective devices and clothing as required by regulations and the company.
- iii. To carry out their work in a manner that will not create a hazard to their own health and safety or the health and safety of other workers.
- iv. To notify his/her supervisor of any unsafe conditions or acts that may be dangerous.
- v. To report all accidents, injuries and near misses to his/her supervisor as soon as possible.
- vi. To take every reasonable precaution to protect the safety of himself/herself and others and to report any known dependencies of himself/herself or another worker.
- vii. To comply and cooperate when Drug and/or Alcohol testing is required.

Health & Safety Administrator

- i. To take a lead role in developing, implementing, and monitoring the safety program of the company.
- ii. To coordinate the training and orientation initiatives of new and existing employees.
- iii. To coordinate with employees a communication of safety initiatives and concerns through safety meetings, site visits, postings of bulletins, posters, rules and regulations, etc.
- iv. To act as a resource support to management and employees in matters related to health and safety.
- v. To coordinate the company's inspection and preventative maintenance program.
- vi. To participate in the investigations of accidents, incidents and near misses so as to determine the "root" cause and prevent its reoccurrence.
- vii. To liaise with the WCB, Workplace Health and Safety and other regulatory agencies in matters related to the health and safety of the company and its workers.
- viii. To arrange for medical treatment as required in case of injury, illness or a dependency.

Responsibilities of Subcontractors

- i. To abide by the safety program of the companies and all government legislation.
- ii. To maintain Personal Coverage with their WCB accounts and Liability Insurances
- iii. To notify the company of any unsafe conditions or acts that may be dangerous.
- iv. To report all accidents, injuries and near misses to his/her supervisor as soon as possible.

Responsibilities of Visitors

- i. To follow all instructions of the supervisor or personal escort.
- ii. To wear protective and safety equipment as required.

1.6 Legislative Compliance

There are federal, provincial, and municipal statutes regarding safety. These statutes often differ from one jurisdiction to another; however, they are based on the common belief that the employee's health and safety must be protected.

Legislation that deals with specific aspects of safety include:

- Occupational Health and Safety Acts, Regulations and Safety Codes.
- Workers Compensation Acts.
- Employment Standards.
- Safety Codes for building standards, fire and electrical protection.
- Traffic Safety Act.
- Transportation of Dangerous Goods Regulations.

The specific regulations that govern a work site depend on the combination of conditions, people, equipment, materials, environment, and tools needed for a particular job.

Relevant workplace legislation is available for review from the Controller. Documents are to be maintained in the office environment. Alternately workers have access to Legislative Rules and Regulations by way of an internet search or from the provided OH&S Handi-guides provided at orientation.

Relevant OH & S Regulations

Reference: Alberta Occupational Health and Safety Codes, 2020

The following list of Codes has been provided as relevant to many of the operations of Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. This list is to be used as a quick reference, but does not encompass all Codes. For a complete listing of the codes along with specific details, please see the Alberta Occupational Health and Safety Codes, 2020.

<i>Description</i>	<i>Alberta Part</i>
Hazard Assessment Elimination and Control	2-7
Chemical Hazards Biological Hazards and Harmful Substances	4-16
Confined Spaces	5-44
Cranes, Hoists and Lifting Devices	6-59
Winching Operations	6-114
Emergency Preparedness and Response	7-115
Entrances Walkways Stairways and Ladders	8-119
Fall Protection	9-138
Welding – general	10-171.1
Welding Services from a Vehicle	10-172
First Aid	11-177
General Safety Precautions	12-185

Vehicle Traffic Control	12-194
Joint Worksite Health and Safety Committee	13-196
Lifting and Handling Loads	14-208
Managing the Control of Hazardous Energy	15-212
Noise Exposure	16-216
Overhead Power Lines	17-225
Personal Protective Equipment	18-228
Powered Mobile Equipment	19-256
All-Terrain Vehicles and Snow Vehicles	19-280
Rigging	21-292
Safeguards	22-310
Scaffolds and Temporary Work Platforms	23-323
Tools, Equipment and Machinery	25-362
Ventilation Systems	26-386
Violence	27-389
Working Alone	28-393
Workplace Hazardous Materials Information System (WHMIS)	29-394.1
Excavating & Tunneling	32-441

Other Relevant Regulations

Motor Transport Act	
Bill of Lading and Conditions of Carriage	AR 313/2002
Commercial Vehicle Maintenance Standards Regulation	AR 118/89
Drivers' Hours of Service Regulations	AR 290/89
Public Vehicle Certificate & Insurance Regulation	AR 22/98
Public Vehicle Dimension & Weight Regulation	AR 127/98
Public Vehicle General Equipment & Safety Regulation	AR 435/86
Public Vehicle Weight Regulation (section 6(1) (2) & 6(1)(3) only)	AR 30/88

Motor Vehicle Administration Act	
Motor Vehicle Administration Order	AR 25/76
Motor Vehicle Administration Act Amendment 1995	AR 35/95
Regulations Under the Motor Vehicle Administration Act	AR 22/76

Traffic Safety Act	
Commercial Vehicle Inspection Regulation	AR 414/91
Highway Traffic Regulation	AR 155/97
Seat Belt Regulation	AR 58/87
Distracted Driving	AR 113/2011

Commercial Vehicle	
Commercial Vehicle Certification & Insurance Regulation	AR 314/2002
Commercial Vehicle Safety Regulation	AR 121/2009
Vehicle Inspection Regulation	AR 211/2006
Vehicle Equipment Regulation	AR 122/2009
Traffic Safety Act	
Drivers Hours of Service Regulation	AR 317/2002
NSC Standard 13 Part 2 (daily trip inspection), Schedule 1	



Other Applicable Regulations	
First Aid Regulations 2000, (OH & S Act)	AR 48/2000
WHMIS Rules and Regulations	
Dangerous Goods Transportation and Handling Regulation	AR 141/99
Transportation of Dangerous Goods Regulations	SOR 85-77
Pressure Welder's Regulations	229/1975 & 296/1994
Boiler and Pressure Vessels Act	
Worker's Compensation Act and General Regulations	