

SAFETY STATEMENT

At JSM, managing safety is a priority core value which is integrated into every task we perform. At the heart of those tasks are our most valuable assets - our employees. JSM focuses company-wide on accident prevention, and not just on regulatory compliance. We believe safety has less to do with rulebooks and more to do with what is in the minds of our workers and the hearts of our management. Our organization regards the safety of our employees as the highest priority. We have never subscribed to the notion that construction is, by nature, a hazardous environment where accidents are bound to occur. Our safety culture is not about catchy phrases or regulatory requirements – it's about proactively protecting all JSM employees and everyone else impacted by our operations.

Our objective is to create an accident-free environment through leadership, motivation, and an open two-way communication across the organization. By fostering an attitude of safety consciousness, our key leaders develop a spirit of accident prevention while striving for safety excellence in everything we do.

From the president on down, our managers and supervisors actively participate in safety training that is relevant to their respective roles in the organization. In addition, we provide our frontline employees with the best quality training, safety equipment, and tools they need to perform their work safely and effectively.

Our philosophy of zero accidents and zero incidents is taught to all employees to ensure they constantly think and work safely. We adhere strictly to all Federal and Provincial regulations. Our goal is to eliminate unsafe acts and conditions that might cause personal injury. We pay particular attention to ensure the right mentoring of our younger employees who are relatively new to the construction workplace. Mentoring is different from coaching in that it is not focused on developing a unique set of skills for a task. Instead, it is about guiding someone who is stepping into a new role to avoid pitfalls and to share the knowledge and experience of the mentor. It is a transfer of life experience to guide development of an employee's skills. We believe attitude means everything, and our expectation of zero accidents and incidents is achievable.

We benchmark, and track safety in many areas including workplace safety, automobile accidents, and general liability. Our safety management system is designed to provide continuous feedback and drive improvement in processes and results.

We have worked tirelessly to build a first-class safety culture to ensure our frontline people are protected from all preventable incidents and injuries. Continuous improvements in our safety program have helped us achieve superior safety performance year after year. We have distinguished ourselves as a leader in electrical safe work practices. Accordingly, we believe JSM has developed one of the most effective Health and Safety management systems in the industry.

That said, we aren't resting on our laurels. We know we can always do more to help out employees be safer and healthier at work. JSM operates under a OHSAS 18001 safety management system, underscoring our commitment to safety principles, practices, and procedures in our workplace.