

OCCUPATIONAL HEALTH & SAFETY POLICY 2020

Pioneer Family Pools are committed to ensuring the Health & Safety of its employees and to the prevention of occupational injuries and illnesses.

Further, Pioneer Family Pools recognized the importance of controlling accidental damage to, or losses of, property.

In fulfilling this commitment, Pioneer Family Pools will endeavor to provide and maintain a safe and healthy work environment with good business practices and in compliance with legislative requirements. Employees will receive appropriate training in order to understand their role and responsibilities in the safe workplace.

A healthy and safe work environment is everyone's responsibility. All employees are to perform their work in the safest possible manner, consistent with good planning, proper procedures and techniques in the conformance with all applicable legislation. Employees are to report unsafe conditions to their supervisor and take a pro-active role in accident prevention and loss prevention. Managers will be held accountable for the health and safety of workers under their direction.

This is Pioneer Family Pools commitment to a Healthier and Safer Workplace.

Signed this 15th day of January 2020

Harry Prosnick

January 15, 2020