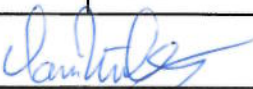


<b>ENERGY+ INC. HEALTH &amp; SAFETY AND ENVIRONMENTAL MANUAL</b>	POLICY #	H&S-101 Version 15.0
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APPROVED BY: PRESIDENT & CEO	SIGNATURE: 	

### 1.0 Purpose

The Health and Safety Policy is a statement of Energy+ Inc.'s commitment to provide a safe and healthy workplace for our employees, stakeholders, contractors and the general public.

### 2.0 Scope

This policy will affect all people employed by or visiting Energy+ Inc.

### 3.0 Definitions

**Energy+** – Energy+ Inc., or the “Company”.

**Leadership Team** – means all Vice-Presidents, CFO, and CEO of the Company


**Management Team** – means all Supervisors, Managers, and the Leadership Team.

### 4.0 Responsibility

The Company is committed to providing a safe and healthy workplace for all employees, and minimizing the risk of occupational illness and injury in the workplace. This objective will be equally ranked with other corporate objectives.

In fulfilling this commitment, the Company will:

- Comply with acceptable industry practices and with applicable legislative requirements.
- Be responsible for the design, implementation and monitoring of health and safety programs to ensure the safety of all employees, stakeholders, contractors, and the general public.
- Management Team members be held accountable for the health and safety of workers under his/her supervision.
- Let every worker protect his/her own health and safety by working in compliance with regulations, safe work practices, procedures established by the Company, **and participating in the continual improvement of the Health & Safety Management System.**
- Continually assess and improve existing health and safety programs and set specific, measurable goals, and articulate the same in the Health & Safety Manual.
- Strive to eliminate any foreseeable hazards which may result in fires, security losses, and damage to company assets, occupational illness and injury to workers.
- Provide regular communications and training to management and workers on their health and safety responsibilities and be individually accountable for fulfilling those responsibilities.
- Report regularly to the Leadership Team on Health and Safety performance.
- Annually review this Health and Safety policy.

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Our commitment to health and safety shall form an integral part of our continued business success.

### 5.0 Document Review

This document will be reviewed and updated on an annual basis by the President & CEO.

### 6.0 Appendix or Appendices

- All Health & Safety or related Programs, Procedures, and Forms.

### 7.0 Revision History

Version	Date	Description	Author
1.0	Apr. 10/08	Annual Review	Simeon Go
2.0	Jan. 14/09	Annual Review	Simeon Go
3.0	Feb. 11/09	Re-numbered to align with CSA Z1000-06 Elements (previously H&S-201)	Simeon Go
4.0	Feb. 2010	Annual Review	Simeon Go
5.0	Feb. 9/11	Annual Review	Simeon Go
6.0	Mar. 14/12	Annual Review	Simeon Go
7.0	Nov/12	Annual Review	Simeon Go
8.0	Feb. 13, 2013	Annual Review	Simeon Go
9.0	January 3, 2014	Annual Review	Simeon Go
10.0	January 5, 2015	Annual Review and alignment with Brant County Power	Simeon Go
11.0	January 1, 2016	Annual Review & Rebranding	Simeon Go
12.0	January 1, 2017	Annual Review	Simeon Go
13.0	January 1, 2018	Annual Review – no changes required	Simeon Go
14.0	January 1, 2019	Annual Review – no changes required	M. Paquette
15.0	January 1, 2020	Annual Review – added worker participation and removed environmental references. Renamed HS-101 from HS-102.	M. Paquette