

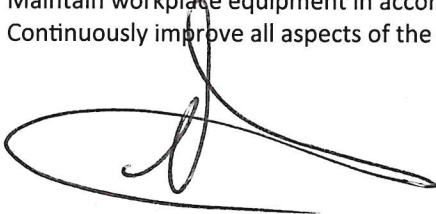
# Health and Safety Policy

## NOR-ALTA ENVIRONMENTAL SERVICES LTD.

Nor-Alta Environmental Services Ltd. is committed to the health and safety of employees, contractors, clients, and the public throughout all company operations. Maintaining a safe, healthy, accident-free work environment is of the utmost importance when considering company procedures and business operations. It is Nor-Alta's priority to encourage a company wide culture of safety excellence while continually improving all policies and procedures in place.

This commitment is achieved by ensuring the following:

- I. Comply with all relevant provincial and federal legislation, regulations, and standards;
- II. Workers to identify and control of workplace hazards and adhere to all company policies and procedures;
- III. Train all employees in health and safety concerns, hazard identification, hazard control, company policies and procedures, and safety communications;
- IV. Pre-qualify all sub-contractors to ensure all those working on behalf of the company meet, or exceed, Nor-Alta's policies and procedures;
- V. Ensure all employees are provided with on-going and updated training;
- VI. Ensure all work locations are inspected for cleanliness, hazards, and safety equipment;
- VII. Provide all health and safety information to employees, contractors, and clients;
- VIII. Management to ensure all employees are aware of, and abide by, the responsibilities outlined throughout the company's EH&S Manual;
- IX. Report and investigate all workplace incidents;
- X. Supervisors to provide necessary health and safety equipment to all employees and ensure compliance with Personal Protective Equipment requirements;
- XI. Promote open communication in regards to health and safety concerns;
- XII. Maintain workplace equipment in accordance with manufacturer and legislation; and
- XIII. Continuously improve all aspects of the Health and Safety Program.



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**Sam Fayad**

Principal  
September 2020



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**Jim Haeberle**

President  
September 2020



# Quality Management System

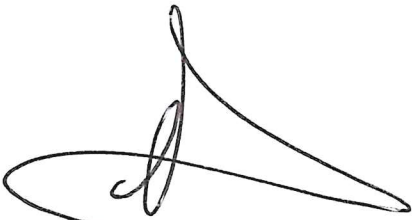
## NOR-ALTA ENVIRONMENTAL SERVICES LTD.

Nor-Alta Environmental Services Ltd. is committed to ensuring consistent quality, including technical components, workplace procedures, and professional relationships. It is the company's intention to never compromise safety, legislative and regulatory compliance, and quality while providing services. All those employed by Nor-Alta are required to be engaged in quality objectives and programs, understand all responsibilities outlined in the Quality Management System Manual, and report all concerns of non-compliance.

The essential elements of Nor-Alta's commitment to quality includes:

- I. Developing workplace procedures to ensure consistency in all services provided by the company;
- II. Providing training to employees prior to tasks being completed and on an on-going basis;
- III. Complying with all applicable legislations, regulations, and standards;
- IV. Continuously improving the Quality Management System ;
- V. Preventing quality incidents and concerns;
- VI. Reporting and investigating all concerns of non-compliance identified by audits, employees, or clients; and
- VII. Encouraging participation from all employees.

## ISO 9001:2008



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**Sam Fayad**

Principal  
September 2020



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**Jim Haeberle**

President  
September 2020



# Environmental Management System

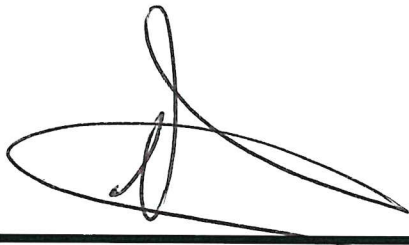
## NOR-ALTA ENVIRONMENTAL SERVICES LTD.

Nor-Alta Environmental Services Ltd. is committed to promoting environmental stewardship through ensuring exceptional services, continually improving, and ensuring regulatory compliance. Nor-Alta builds professional and dynamic partnerships with our clients to develop innovative and cost-effective solutions while applying the highest level of environmental protection, ethics and professional responsibility for each project.

Nor-Alta's obligations to our personnel, our clients and the public include:

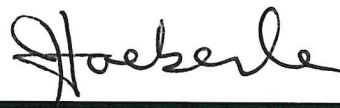
- I. Ensuring the protection of the environment is integral to the operations and conduct of Nor-Alta;
- II. Committing to the protection of the environment and the health and safety of our employees, customers, clients, and the public at all times;
- III. Following all federal, provincial, and municipal governments regulatory requirements and additional best practices;
- IV. Continually improving environmental performance through the recycling of materials and using green products;
- V. Embracing pollution prevention and environmental conservation through waste reduction programs;
- VI. Minimizing the negative impact of emergency situations by ensuring prompt and thorough response;
- VII. Ensuring all activities occurring on behalf of Nor-Alta are done in an environmentally responsible manner; and
- VIII. Promoting and encouraging employee involvement in improving Nor-Alta's efforts in protecting our environment.

## ISO 14001



**Sam Fayad**

Principal  
September 2020



**Jim Haeberle**

President  
September 2020





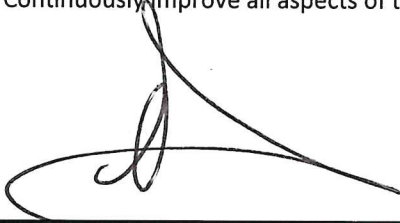
# Health and Safety Policy

## NOR-ALTA WASTE AND SITE SERVICES INC.

Nor-Alta Waste and Site Services Inc. is committed to the health and safety of employees, contractors, clients, and the public throughout all company operations. Maintaining a safe, healthy, accident-free work environment is of the utmost importance when considering company procedures and business operations. It is Nor-Alta's priority to encourage a company wide culture of safety excellence while continually improving all policies and procedures in place.

This commitment is achieved by ensuring the following within all levels in the company:

- I. Comply with all relevant provincial and federal legislation, regulations, and standards;
- II. Identify and control of workplace hazards;
- III. Train all employees in health and safety concerns, hazard identification, hazard control, company policies and procedures, and safety communications;
- IV. Pre-qualify all sub-contractors to ensure all those working on behalf of the company meet, or exceed, Nor-Alta's policies and procedures;
- V. Ensure all employees are provided with on-going and updated training;
- VI. Ensure all work locations are inspected for cleanliness, hazards, and safety equipment;
- VII. Provide all health and safety information to employees, contractors, and clients;
- VIII. Ensure all employees are aware of, and abide by, the responsibilities outlined throughout the company's EH&S Manual;
- IX. Report and investigate all workplace incidents;
- X. Provide necessary health and safety equipment to all employees and ensure compliance with Personal Protective Equipment requirements;
- XI. Promote open communication in regards to health and safety concerns;
- XII. Maintain workplace equipment in accordance with manufacturer and legislation; and
- XIII. Continuously improve all aspects of the Health and Safety Program.



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**Sam Fayad**

President

September 2020



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**Jim Haerberle**

Principal

September 2020



**NOR-ALTA**  
Waste and Site Services

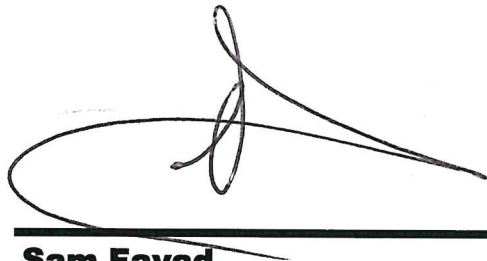
# Environmental Management System NOR-ALTA WASTE AND SITE SERVICES INC.

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- II. Providing training to employees prior to tasks being completed and on an on-going basis;
- III. Complying with all applicable legislations, regulations, and standards;
- IV. Continuously improving the Quality Management System ;
- V. Preventing quality incidents and concerns;
- VI. Reporting and investigating all concerns of non-compliance identified by audits, employees, or clients; and
- VII. Encouraging participation from all employees.

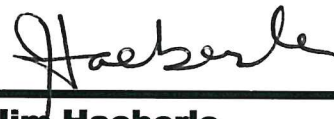
## ISO 9001:2008



**Sam Fayad**

President

September 2020



**Jim Haerberle**

Principle

September 2020



**NOR-ALTA**  
Waste and Site Services

# Environmental Management System

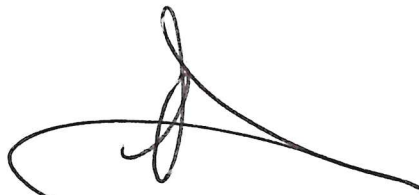
## NOR-ALTA WASTE AND SITE SERVICES INC.

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Nor-Alta's obligations to our personnel, our clients and the public include:

- I. Ensuring the protection of the environment is integral to the operations and conduct of Nor-Alta;
- II. Committing to the protection of the environment and the health and safety of our employees, customers, clients, and the public at all times;
- III. Following all federal, provincial, and municipal governments regulatory requirements and additional best practices;
- IV. Continually improving environmental performance through the recycling of materials and using green products;
- V. Embracing pollution prevention and environmental conservation through waste reduction programs;
- VI. Minimizing the negative impact of emergency situations by ensuring prompt and thorough response;
- VII. Ensuring all activities occurring on behalf of Nor-Alta are done in an environmentally responsible manner; and
- VIII. Promoting and encouraging employee involvement in improving Nor-Alta's efforts in protecting our environment.

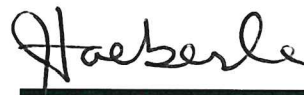
## ISO 14001



**Sam Fayad**

President

September 2020



**Jim Haeberle**

Principal

September 2020



**NOR-ALTA**  
Waste and Site Services