

## Corporate Health and Safety Policy Statement

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Aligned Telecom Solutions Inc. is committed to preventing and reducing the risk of injury or occupational illness to our employees and the accidental loss of any of its resources and physical assets.

In fulfilling this commitment to protect both workers and property, management will provide and maintain a safe and healthy work environment, in accordance with industry standards and in compliance with the Occupational Health and Safety Act (OHSA) and the Construction Projects regulation (O. Reg. 213/91). We will strive to eliminate any foreseeable hazards that may result in personal injury/illness or property damage and loss of production.

We recognize while Aligned Telecom Solutions Inc. and supervisors are directly responsible for health and safety in the workplace, that health and safety culture is created and shared between all workplace parties. All employees are expected to help us create a positive safety culture and help to minimize accidents within our facilities and on our worksites. Safe work practices and job procedures will be clearly defined in the company's Health and Safety Manual for all employees to follow.

Accidents can be prevented through good management in combination with active employee involvement. Safety is the direct responsibility of all managers, supervisors, and outside contractors.

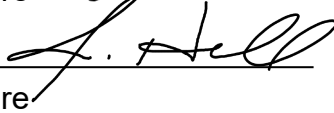
All management activities will comply with company safety requirements as they relate to planning, operation, and maintenance of facilities and equipment. All employees will perform their jobs properly in accordance with established procedures and safe work practices.

I trust that all of you will join us in a personal commitment to make safety a way of life.

Matt Zupko - CEO   
Name and Signature

April 30, 2023

Date

Jason Hill - COO   
Name and Signature

April 30, 2023

Date

**NOTE: The safety information in this policy does not take precedence over Occupational Health and Safety legislation. All employees should be familiar with the *Occupational Health and Safety Act and Regulations for Construction Projects* (i.e., current edition of the green book).**