



HEALTH AND SAFETY POLICY

1. **General Statement**

- 1.1 THE C.A. LAWTON CO. is a low to moderate volume producer of large (500 to 15,000 pound) machined castings which are produced in our in-house pattern shop, iron foundry and machine shop. Patterns are constructed using a variety of materials and methods, both manually and CNC routers. Gray and ductile iron castings are produced using no-bake sand, floor and semi-automated molding, and electric induction furnaces. Machining is performed on more than a dozen large CNC and manual machine tools. This integrated capacity uniquely positions us as a single source supplier for the HVAC, pump, valve compressor mining, paper, and wind power industries among others.
- 1.2 We, the undersigned, are committed to being the 'Best in Class', being a 'Good Corporate Citizen' and operate 'Beyond Compliance'. Our aim is to safeguard, so far as is reasonably practicable, the health, safety and welfare at work of all employees. (This commitment will also extend to visitors, visiting subcontractors and delivery drivers by ensuring that they comply with company H&S requirements and are not exposed to undue risks.)
- 1.2 We, the undersigned, will ensure compliance with all relevant H&S legislation and follow a programme of continual improvement by the operation of a Health & Safety management system to the requirements of OSHA law 1970.
- 1.3 It is essential that we maintain the same H&S controls at both 1950 and 1900 sites for consistency, and communicate policy to all persons working under our control (employees and third parties) with the intent that they are made aware of their individual H&S obligations. Examples are as follows:-
- * Risk assessments
 - * Safe Systems of Work / WINs
 - * Response to serious and imminent danger e.g. Procedures for fire-fighting, fire marshals, fire roll-calls, bomb threats, testing alarms etc.
 - * Communication techniques, information, instructions, training & supervision, tool box talks etc.
 - * Health Surveillance

2. **Company Responsibilities**

- 2.1 This policy document explains, in broad terms, what must be done by everyone within The C.A. Lawton Co. to achieve these objectives. The aim is to provide a sound basis for co-operation between management and employees, and to encourage continuous improvement of our Health & Safety performance.

3. **Objectives and Commitment**

- 3.1 Continual improvement in the prevention of injury/ill-health by setting objectives and targets (reviewed periodically) to facilitate the operation of this policy.
- 3.2 Our objectives toward fulfilling this policy are:
Focus on the elimination of risks to persons covered by The C.A. Lawton Co. H&S system as a first priority, then, after risk reduction, comes prevention of losses due to damage.
Identify all health and safety hazards and manage those hazards so that the risks are effectively controlled in accordance with this policy.



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Work to safety standards which satisfy our statutory requirements, and reflect good industry working practices.

Review and develop those standards continuously and, when changes in legislation, industry practice or technology occur, revise them accordingly.

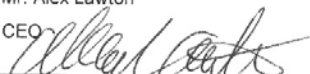
- 3.3 We, the undersigned, are committed to consult with employees on H&S and welfare issues by ensuring that they are trained to understand and carry out their job responsibilities. This will involve, but not be limited to, selection, training, re-training, supporting and continuous assessment of employee performance.
- 3.4 We the undersigned will periodically review this policy by auditing and effective monitoring.


4. Arrangements for Health & Safety

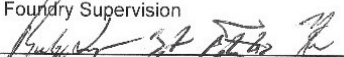
- 4.1 Always refer to, and abide by, The C.A. LAWTON CO. Integrated Management System for Health & Safety, Environment & Quality.

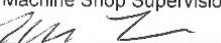
5. Legal Obligations

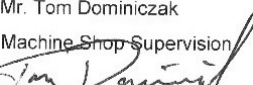
- 5.1 The C.A. LAWTON CO. recognizes legal obligations placed on it by the Occupational Safety and Health Act of 1970 (OSH Act) and other requirements as applicable. Our Health and Safety documentation may be made freely accessible upon request to third parties and persons who may be affected by our operations.

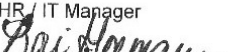
Name: Mr. Alex Lawton
Position: CEO
Signed:  Date 7-3-19

Name: Mr. Barry Adamski
Position: PRESIDENT
Signed:  Date 7-3-19

Name: Mr. TJ Aaron, R. Thyron, B. Antepenko
Position: Foundry Supervision
Signed:  Date 7.3.19

Name: Mr. Keith Heimann
Position: Machine Shop Supervision
Signed:  Date 7.3.19

Name: Mr. Tom Dominiczak
Position: Machine Shop Supervision
Signed:  Date 7.3.19

Name: Ms. Lori Goemans
Position: HR / IT Manager
Signed:  Date 7.3.19

Name: Mr. Stephen Perks
Position: Compliance Manager
Signed:  Date 7.3.19