

# TOROMONT HEALTH & SAFETY POLICY

JANUARY 2016



Toromont is committed to the safety and well-being of each and every employee, those we serve, the protection of our physical assets, and the environment. Toromont recognizes that it is every worker's right to work in a safe and healthy work environment and will strive to provide and maintain the highest possible standard of health and safety for all our employees, contractors and visitors across our locations. In addition, we will demonstrate and follow safe work practices when we are conducting work at or visiting customer locations.

We firmly believe that all incidents are preventable through responsible management and active employee engagement. We expect commitment from everyone in our organization in order to continuously improve our safety performance, working towards our vision of zero workplace injuries, illnesses and near misses.

The Directors of Toromont, together with the Officers & Managers, will treat safety as a core business value and an operational priority and will hold one another accountable to achieve the best possible safety results and will be accountable to implement and annually maintain this health and safety program.

Toromont will work in a spirit of consultation and co-operation with workers in order to develop, implement and maintain effective safety programs.

Supervisors will be accountable for the health and safety of workers under their direct supervision. Our joint health and safety committees and employees will play a key role in supporting and maintaining successful and effective safety programs. In addition, it is the responsibility of all our employees to perform their work safely and always considering the safety of others. All employees of Toromont are each personally accountable for working in accordance with this policy as well as all applicable legislative standards and regulations. It is an integral part of our responsibilities and it is critical for us all to be proactive and diligent in leading by example and in managing our health and safety obligation.

Toromont will also seek to ensure that employees of outside contractors working for us perform their jobs in accordance with the established procedures and operating philosophy of our organization. Together, let us strive to achieve the safest possible working environment within a positive safety culture.

**Scott Medhurst**  
PRESIDENT & CHIEF EXECUTIVE OFFICER  
TOROMONT INDUSTRIES LTD.

**Randy Casson**  
PRESIDENT, CONSTRUCTION DIVISION,  
BATTLEFIELD & TOROMONT CAT

**Dave Malinauskas**  
PRESIDENT  
CIMCO

**Larry Moffatt**  
VICE PRESIDENT  
AG WEST LTD



**Branch Management:** \_\_\_\_\_

# TOROMONT ENVIRONMENTAL POLICY

JANUARY 2016



At Toromont, we are committed to ensuring that our businesses are conducted with the utmost care and respect for the environment. A formal Environmental Management Program is in place and operating at all Toromont locations to support this commitment.

All employees have a role in minimizing environmental impacts, utilizing resources efficiently, and reducing waste. We encourage innovation in environmental sustainability by improving environmental awareness and program participation of employees.

The Corporation will endeavour to keep up-to-date with changes in environmental legislation and other good environmental practices to which it subscribes. We will implement systems to meet or exceed these requirements, and where possible, strive for constructive relationships with appropriate regulatory authorities.

We will evaluate our practices with a goal of continual improvement and reduction of environmental risk. We will work with our customers to achieve similar objectives.

Periodic reviews will be conducted to verify with conformance to this policy and the associated Environmental Management Program. The results of these reviews will be used by senior management to guide our business and enhance our environmental performance.

This Policy is to be posted at each Toromont location, and made available to all interested parties.

Handwritten signature of Scott Medhurst.

**Scott Medhurst**

PRESIDENT & CHIEF EXECUTIVE OFFICER  
TOROMONT INDUSTRIES LTD.