

Company Health, Safety and Environment Policy

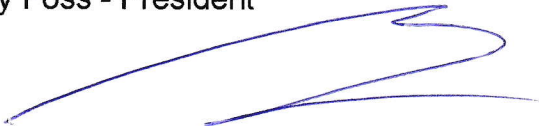
ProNorth Environmental Services (ProNorth) is committed to protecting the health and safety of workers, the public and safeguarding the environment affected by ProNorth activities. This Policy applies to all employees, consultants and contractors of ProNorth Environmental Services ("Personnel").

ProNorth believes that excellence in health, safety and environmental practices is essential to the well-being of the Company. To achieve this ProNorth will endeavor to:

- Identify risks to health, safety and the environment, establish appropriate programs and procedures to reduce these risks to an acceptable level and support continuous improvement thereof.
- Develop and maintain standards of performance, which meet or exceed legal, regulatory requirements and industry standards, and provide the training necessary for employees and contractors to understand and meet these standards.
- Ensure that our Personnel conduct their activities safely and responsibly in accordance with ProNorth standards.
- Hold all Personnel accountable for providing leadership, visible commitment; and execution to meet our health, safety, environment and emergency management goals and advance a culture of prevention.
- Establish goals and objectives and measure company and individual performance against them.
- Maintain regular monitoring and reporting on health, safety and environmental performance to ensure timely improvement in operating practices.
- Maintain an emergency management program that is designed to support our commitment to the safety of the public, workers, environment, company property and continuous improvement processes.
- Favor the selection of industrial and business partners based on their ability to comply with this Policy.

COMPLIANCE: Personnel must comply with this Policy at all times. Any breaches of this Policy may result in disciplinary action up to and including termination of employment.

Cory Foss - President



January 05, 2023