Milton Hydro Health & Safety Statement of Organizational Commitment to Safety

- ***Everyone is entitled to a safe and healthy workplace.***
- ***Workplace incidents, workplace injuries, and occupational disease are unacceptable and our goal is zero.***
- ***Everyone has a personal responsibility to come to work fit for duty and to work safely.***

Our Responsibilities

Health and Safety is paramount at Milton Hydro. Each of us, regardless of our level, or the work we do, has a role in creating and maintaining an injury-free workplace. Our decisions and actions, regardless of where we work in the company, can affect our own personal safety, and the safety of others.

Management has prime responsibility for managing Health and Safety. Supervisors are responsible for ensuring a healthy and safe work environment for employees under their direction. All employees, contractors, and vendors are responsible for working safely and in compliance with all applicable legislation and within all Milton Hydro requirements.

Our Commitment

- We will comply with all applicable health and safety legislation and Milton Hydro voluntary commitments.
- We will make safety a prime consideration in every decision made and every action taken.
- We will identify, assess and control hazards.
- We will report health and safety events and initiate corrective and preventative actions.
- We will take responsibility for our actions. We will communicate and apply lessons learned to prevent future incidents (accidents and near misses).
- We will obtain input from employees and their representatives on issues impacting the health and safety of employees.
- We will implement work practices, tools, equipment and training that will reduce the risk of workplace injuries and occupational disease.
- We will strive for continual improvement of our health and safety management system and our health and safety performance by setting challenging goals and targets, monitoring our performance and celebrating our successes.

Frank Lasowski
President and CEO
Milton Hydro Distribution Inc.
February 24, 2020

MILTON HYDRO COMMITMENT TO STAKEHOLDERS

We affirm to all our stakeholders that we will conduct our business in a transparent manner with respect and care for the quality of service to our customers, the Health and Safety of our employees and the public and protection of the Environment. We will implement those strategies that build successful businesses and achieve the greatest benefit for all our stakeholders without compromising the ability of future generations to meet their needs.

We will continuously improve our practices in light of advances in technology and new understandings in reliability, safety, health and environmental science. We will make consistent, measurable progress in implementing this commitment throughout our operations.

Highest Standards of Performance, Business Excellence

We will adhere to the highest standards for the safe, reliable provision of services. We will protect our environment, our employees, our customers and the people of the communities in which we do business.

We will strengthen our businesses by making reliability, safety, health and environmental issues an integral part of all business activities and by continuously striving to align our businesses with appropriate balancing of stakeholder expectations.

Goal of Zero Injuries, Illnesses and Incidents

We believe that all injuries and occupational illnesses, as well as safety, environmental and reliability incidents, are preventable, and our goal for all of them is zero. We will promote off-the-job safety for our employees.

We will assess the environmental impact of each facility we propose to construct and will design, build, operate and maintain all our facilities and transportation equipment so they are reliable, safe, and acceptable to local communities and protect the environment.

We will be prepared for emergencies including fire protection and will provide leadership to assist our local communities with their emergency preparedness response capabilities.

Goal of Being an Industry Leader in Minimizing Waste and Emissions

We will strive toward minimal waste generation at the source. Materials will be reused and recycled to minimize the need for treatment or disposal and to conserve resources. Where waste is generated, it will be handled and disposed of safely and responsibly.

We will strive toward minimizing emissions and are dedicated to the elimination of pollutants, giving priority to those that may present the greatest potential risk to health or the environment.

Where past practices have created conditions that require correction, we will responsibly correct them.

Conservation of Energy and Natural Resources, Habitat Enhancement

We will excel in the efficient use of energy, water and other natural resources.

We will manage our land use to minimize impacts on their habitats.

Open and Public Discussion, Influence on Public Policy

We will promote open discussion with our stakeholders about their needs and the service we provide, the materials we use and transport and the impacts of our activities on their safety, health and environment.

We will build alliances with governments, policy makers, businesses and advocacy groups to develop sound policies, laws, regulations and practices that improve reliability, safety, health and the environment.

Management and Employee Commitment, Accountability

The Board of Directors, including the Chief Executive Officer, will receive quarterly reports on pertinent reliability, safety, health and environmental issues and will ensure that policies are in place and actions taken to achieve this commitment.

Compliance with this commitment and applicable laws is the responsibility of every employee and contractor acting on our behalf and a condition of their employment or contract. Management is responsible to educate, train and motivate employees and contractors to understand and comply with this commitment and applicable laws.

Robert Pyatt, Chair
Milton Hydro Distribution Inc.

Frank Lasowski, President/CEO
Milton Hydro Distribution Inc.

February 24, 2020