

POLICY ON HEALTH SAFETY and WELFARE OF EMPLOYEES

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RFM Corporation is fully committed to carrying out our business activities in a safe and efficient manner and to care for the well-being of our stakeholders. It is the policy of the Company to perform work in the safest manner possible and in accordance with the Occupational Health and Safety Act and the regulations made under the Act.

NO JOB IS SO IMPORTANT THAT IT CANNOT BE DONE SAFELY

A. Policy

The Company will take every precaution reasonable to ensure that the health, safety and welfare of our stakeholders is protected at all times.

B. Objectives

To achieve this goal, the Company has set forth the following objectives:

- **Compliance** with all applicable laws, regulations and standards.
- **Consideration** for the safety and well-being of our stakeholders. Identify conditions in the workplace that may present health and safety concerns and to ensure that appropriate actions are taken to prevent or mitigate the same.
- **Cooperation** and positive relationships with our suppliers and subcontractors. Encourage alignment with our health, safety and welfare policy to ensure the efficiency and quality of products and services.
- **Communication** of the Company's health, safety and welfare policy to all employees, partners and associates.

C. Compliance

Compliance with health and safety procedures will be monitored through regular self-assessments and audits of our operations, take corrective actions as warranted, and include compliance sustainability as a routine part of operations.

Health and safety is an individual and team responsibility. All employees are required, as a condition of employment, to:

- Make sound health, safety and welfare management an integral part of their job.
- Have sufficient information, instruction and training about health and safety policies and procedures;
- Actively participate in year-round safety and health activities;

- Immediately notify your immediate superior if you feel sick, are injured, or encounter work-related problems, no matter how slight it is.

- Comply with the Company's health and safety policies and procedures;

- Develop safe and healthy work habits and heighten the level of your safety awareness.

D. Accountability

Managers will be held accountable for the management of health, safety and welfare of their operations and are expected to visibly demonstrate leadership and commitment to ensure that health, safety and welfare is given high priority.

Internal Audit Department shall be responsible for checking, evaluating and ensuring that health, safety and welfare policies and procedures are adequate, observed and implemented as designed by management.

E. Review

This policy shall be reviewed and amended as necessary to reflect current conditions such as but not limited to internal audit results, change in approaches to managing safety, new legislation and advances in technology.