



Occupational Health and Safety Policy

The IPEX Group of Companies designs and manufactures a wide range of plastic piping systems in North America in the municipal, industrial, commercial and residential areas. IPEX's commitment to excellence means that we operate our sites with accountability, reliability and integrity.

Employees are our most valuable assets and protecting their health and safety is of utmost importance to the company. In this light, the only acceptable goal is ZERO work-related injury and illness.

Hence we are committed to:

- Provide and maintain a safe and healthful work environment.
- Provide the training and work systems needed for the employees to carry out their work safely.
- Comply with the applicable health and safety laws and regulations as a minimum.
- Develop and maintain a health and safety management system to control the risk of personal injury, illness, fire, damage to property and other losses.
- Measure the management system effectiveness and evaluate physical conditions.
- Show a continuous improvement in compliance to our health and safety standards and in our overall health and safety performance.

Underlying these commitments is the philosophy that all accidents are preventable and that line management is responsible for health and safety and for implementing this policy. Moreover, employees at all levels of the organization are accountable for their actions relative to health and safety and, are responsible to report unsafe and unhealthy work conditions and practices. As a condition of employment, all employees are expected to carry out their activities safely regardless of the perceived urgency or importance of the task at hand.

Health and safety is an attitude, a responsibility, and our commitment.

Alex Mestres,
Chief Executive Officer

Name:

Location Senior Manager

Signature:

Location:

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Revised by: Amy Slattery	Checked by: Pierre-André Gignac	Approved by: Pierre-André Gignac	



Environmental Policy

The IPEX Group of Companies designs and manufactures a wide range of plastic piping systems in North America in the municipal, industrial, commercial and residential areas. IPEX's commitment to excellence means that we operate our sites with accountability, reliability and integrity.

As part of our commitment to excellence, we integrate environmental protection, public acceptability, and economic sustainability into all aspects of our operations. We are committed to:

- Comply with applicable environmental laws and regulations;
- Strive to provide environmental protection based on best practices;
- Integrate pollution prevention, waste reduction, and resource conservation targets as part of the company's objectives setting and performance review processes;
- Develop, maintain, and continuously improve our environmental management system;
- Measure the effectiveness of our environmental management system and performance through regular audits and reviews;
- Communicate with the public and interested stakeholders on environmental issues.

Maintaining and preserving the environment we live in is our responsibility and our commitment.

Alex Mestres,
Chief Executive Officer

Name:

Location Senior Manager

Signature:

Location:

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Emergency Response Policy

The IPEX Group of Companies designs and manufactures a wide range of plastic piping systems in North America in the municipal, industrial, commercial and residential areas. IPEX's commitment to excellence means that we operate our sites with accountability, reliability and integrity.

It is our policy to protect the health and safety of all of our employees and the community while minimizing our impact on the environment. Line managers are responsible for providing the necessary planning, training and equipment to handle emergency situations at all operating locations.

In the unlikely event of an emergency, which endangers the health, and safety of our employees or the community, we will implement our Crisis Management Plan, including the following as appropriate:

- terminate affected operations
- evacuate all on-site personnel to a safe area
- secure the site
- alert/notify the proper authorities

Only trained and properly equipped responders will mitigate the incident, always following approved procedures and under the direction of the Corporate Crisis Response Team.

Response to fires will be limited to those that are small and still in the incipient stage, conducted by personnel trained in the use of fire extinguishing equipment. Personnel are not authorized or trained to carry out search and rescue operations.

All facilities will work closely with all response authorities for effective emergency response prior to and during an emergency situation. This may involve periodic emergency response drills, site reviews, and/or consultations.

Alex Mestres,
Chief Executive Officer

Name:

Location Senior Manager

Signature:

Location:

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