HEALTH AND SAFETY CODE OF CONDUCT

Apex Utilities Inc. (AUI) is committed to Health and Safety and the protection of its workers and the general public, including their physical, physiological and social well-being and believes all employees, contractors, visitors and members of the public have the right to be protected from hazards and risks associated with AUI work. Every individual at an AUI work site or facility has the right to experience an environment free from unmitigated hazards and has a personal responsibility for working safely and for helping others to remain safe. AUI has an obligation to ensure workers are not assigned dangerous work. Every worker has an obligation to refuse work they believe to be dangerous.

All AUI business activities must comply with government health and safety acts, regulations and codes, and AUI's own standards, rules and instructions. AUI expects its employees, along with those engaged in conducting business with, or on behalf of, AUI to comply with this Code of Conduct.

In conducting business, AUI will demonstrate its commitment to Health and Safety through the application of the following general principles:

Apex Utilities Inc. will:

- provide a safe and healthy work environment, as worker safety and well-being are absolutely critical to its success.
- continuously develop, communicate and promote health and safety awareness amongst employees, contractors, visitors and the public.
- provide safety orientation, procedures, training and necessary personal protective equipment (PPE) to all those present at an AUI work site or facility.
- establish, implement and support safe working practices throughout the organization.
- provide competent health and safety resources to support its safety efforts.
- investigate every reported workplace health, safety, and/or respect-related incident that occurs at an AUI work site or facility, or involves its employees or contractors, make recommendations for prevention and implement those recommendations, as practicable.
- measure and evaluate safety performance using key performance indicators (KPI's).
- maintain a process to promote continuous improvement of its safety management system, processes and results.

Graeme Feltham
President

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