

TOROMONT

HEALTH & SAFETY POLICY

Toromont is committed to the safety and well-being (including physical, psychological and social well-being) of each and every employee, those we serve, the protection of our physical assets, and the environment. Toromont recognizes that it is every worker's right to work in a safe and healthy work environment and will strive to provide and maintain the highest possible standard of health and safety for all our employees, contractors and visitors across our locations. In addition, we will demonstrate and follow safe work practices when we are conducting work at or visiting customer locations.

We firmly believe that all incidents are preventable through responsible management and active employee engagement. We expect commitment from everyone in our organization in order to continuously improve our safety performance, working towards our vision of zero workplace injuries, illnesses and near misses.

The Directors of Toromont, together with the Officers & Managers, will treat safety as a core business value and an operational priority and will hold one another accountable to achieve the best possible safety results and will be accountable to implement and annually maintain this health and safety program.

Toromont will work in a spirit of consultation and co-operation with workers in order to develop, implement and maintain effective safety programs.

Supervisors will be accountable for the health and safety of workers under their direct supervision.

Our joint health and safety committees and employees will play a key role in supporting and maintaining successful and effective safety programs. In addition, it is the responsibility of all our employees to perform their work safely and always considering the safety of others. All employees of Toromont are each personally accountable for working in accordance with this policy as well as all applicable legislative standards and regulations. It is an integral part of our responsibilities and it is critical for us all to be proactive and diligent in leading by example and in managing our health and safety obligation.

Toromont will also seek to ensure that employees of outside contractors working for us perform their jobs in accordance with the established procedures and operating philosophy of our organization. Together, let us strive to achieve the safest possible working environment within a positive safety culture.

Mike

Mike McMillan
PRESIDENT & CHIEF EXECUTIVE OFFICER
TOROMONT INDUSTRIES LTD.

Branch Management: _____

JANUARY 2026