

EMPLOYEE RESPONSIBILITY POLICY

At Rolled Alloys Canada we understand that the rules and regulations are necessary for the efficient operation of the company and to ensure a safe workplace for all employees.

We ensure that our employees receive initial and on-going safety training by requiring training upon hiring, at yearly updates and whenever assignments and work processes change with all applicable occupational safety and health standards and all rules, regulations and orders issued pursuant to the OSH Act.

During regular training, employees will be instructed in the hazards specific to their job or work area, and safety features on equipment and work practice controls designed to protect those employees. Recommended use of personal protective equipment, how to use and maintain PPE and where to obtain the necessary PPE will be covered.

We ensure compliance with OSHA regulations by reviewing the location and contents of the OSHA poster at the yearly training sessions. Training will also cover employees' rights under the OSH Act.

Employees will be trained how to report hazardous conditions to the appropriate supervisor using the MERCI form. The supervisor will investigate the report and within one working day provide the reporting employee with follow up information regarding the disposition of the report.

Employees are expected and encouraged to seek prompt medical attention and to report all incidents, illnesses or symptoms that are related to the working environment.

We encourage participation by all employees on the Safety Committee by ensuring that the committee is composed of an employee from each facility. Membership on the Safety Committee is voluntary and is open to all employees. The Safety Committee is responsible for establishing, implementing and evaluating the company safety and health programs.

All employees are encouraged to communicate any safety and health concerns to their supervisor and the Safety Committee.

The Safety Committee is responsible for investigating fatalities, injuries, illnesses and incidents. Employees are free to communicate directly with the Safety Committee.

PROGRAM EVALUATION

Rolled Alloys Canada evaluates specific elements of our safety and health program on an on-going basis. We evaluate the overall program on a regular basis to ensure that all elements are functioning together to maintain the integrity of our safety and health program, which includes our written employee responsibilities policy. If deficiencies are identified through this evaluation, the Site Management has the responsibility to implement procedures to correct the deficiencies.

The Rolled Alloys Canada Management Team