

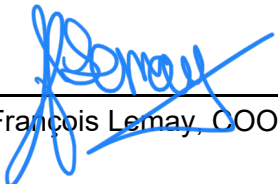


RIGHT TO REFUSE WORK POLICY

DAWCO and its member companies are deeply committed to the well-being of our employees. With this objective in mind, we comply with and support the applicable law stating that no worker shall carry out any work, on reasonable grounds, if it is believed that an imminent danger exists that will put at risk the health and safety of a worker or other people on the work site.

Upon completion of orientation training, all new hires are informed of their right to refuse work and of the specific rules that apply:

- A worker who refuses to carry out the work must notify the employer of the refusal as soon as possible.
- Upon notification, the supervisor will immediately investigate and take action, as required, to eliminate the danger.
- The worker will be reassigned to another task and no other worker will be required to accomplish the dangerous work unless the danger has been eliminated or the danger does not exist for the other worker.
- A written report will be prepared and will be remitted to the worker and to the union representative (if applicable).
- If the worker who receives the report believes that an imminent danger still exists, DAWCO recognizes that the worker has the right to file a complaint with an official OH&S staff member.



Jean-François Lemay, COO

2021-06-23

Date