

## Workers Right to Know and Duty to Refuse – Corporate Policy

Medeng Technologies is concerned with the safety and health of its employees and subcontractors. As an expression of this concern, the Company encourages employees and subcontractors to evaluate the risks of the work they undertake, and to be responsible for bringing any safety or health concerns to the attention of their Supervisor and/or the client representative.

### Principles

- Personnel will be selected to undertake a specific task or job function based on the qualifications and capabilities required to perform that specific task or job function.
- Any person has the duty and right to refuse to carry out any work, on reasonable and probable grounds, when they believe that there exists an imminent danger to the health or safety of him/herself, or another person present at the work site. Legislation and Medeng Technologies management supports this right.
- No person will be criticized, reprimanded, or penalized for questioning a job procedure or exercising this duty to refuse.

### Implementation

Every employee/subcontractor is responsible for the identification of potential hazards, risks, unsafe work environments or unsafe work practices which might otherwise affect the safety of themselves and all others on the worksite, and for immediately communicating these to their Supervisor. Further, the employee/subcontractor has a responsibility to refuse work they consider to be unsafe, or which may present a hazard to themselves or other workers. An employee/subcontractor, who refuses to carry out any work, use chemical or other products regulated by WHMIS, or operate tools or equipment because of safety concerns, must immediately notify their immediate Supervisor and/or the client representative that they are refusing to perform the task and the reason for the refusal. **Disciplinary action may not be taken against an employee who has exercised their right to refuse.**

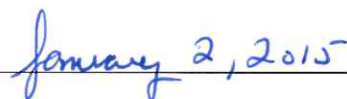
Upon being notified of a safety concern or work stoppage, the Supervisor shall:

- Investigate the incident and take action to eliminate the danger;
- Ensure that no other worker performs the job unless the worker will not be exposed to the danger or the danger has been eliminated; and
- Contact the Medeng Operations Manager to act as a resource on the resolution of the situation.

Once the situation has been resolved, the Supervisor will complete an Incident report. In the event there is a disagreement between the worker and Supervisor, the Operations Manager (or competent external designate) will investigate, assess the risk and take corrective action. Should the situation remain unresolved after the V.P., Operations' investigation and review, the Operations Manager and/or the worker will contact Occupational Health and Safety to assist in the resolution of the concern. The worker will be assigned to another job during the investigation with no loss of pay.



Signature: Greg Rowland  
MEDENG Technologies Canada Inc.



Date: