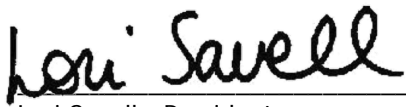


## Approval:



Lori Savell - President

December 10, 2025

Date

## Health & Safety Policy Statement

Avid Controls Inc. Health & Safety Manual is in accordance to ISO 45001-2018 Standards. It is the policy of Avid Controls to take all possible steps to ensure the health, safety and welfare of all employees and other persons engaged in work for the organization and any third parties who come into contact with the business. Overall responsibility for the health and safety of all people within the company rests with the Management of Avid Controls as well as the appointed Health, Safety & Environment Manager who oversees execution of the policy and annual reviews.

It is the duty of each employee to comply with the company health & safety policy and to cooperate with the management of the company to ensure that the workplace remains as safe as possible.

If any person is in any doubt as to whether anything is safe or unsafe then they must assume that it is unsafe until further guidance has been given by their manager or by the HSE Manager.

The Management of the company is fully committed to maintaining safe systems of work and fully recognizes their overall responsibility for safety in the workplace. Any member of staff who does not comply with this health & safety policy or any other safety requirement will be subject to disciplinary action.

This policy will be reviewed annually.

## Revision History

Rev.	Date	Author(s)	Changes
00	January 1 2020	Lori Savell	Document created, reviewed and approved.
01	December 20, 2021	Lori Savell	Reviewed and updated as needed.
02	December 14, 2022	Chelsae Buttrey	Reviewed and updated as needed.
03	December 28, 2023	Chelsae Buttrey	Reviewed
04	December 2, 2024	Lori Savell	Reviewed and updated as needed.
05	December 10, 2025	Chelsae Buttrey	Reviewed as required; Updated from referencing OSHA standards to ISO Standards