



Environmental Policy

Integrity Industries North Inc. recognizes that environmental concerns are of critical importance. Integrity encourages its Team Members to take ownership of its policy. We have created procedures that fully comply with federal, provincial and municipal regulations. We will provide adequate training to our Team Members to ensure they are aware of these procedures and are capable of following them. We will strive to:

- Employ practical measures to protect the environment
- Conserve and protect the water, air, and land resources we use
- Strive to eliminate any releases to land, air or water that may harm human health or the environment
- Support recycling programs whenever possible and use environmentally safe treatment and disposal practices for waste that is not eliminated at the source or recycled

Continuous improvement in our environmental performance will be a principal objective. Our performance will be tracked and quality control will be enforced in all work we participate in. Integrity Industries North Inc. will inform Team Members of our progress in environmental issues and will:

- Cooperate with the authorities and regulatory agencies in responding to inquiries
- Encourage Team Members to report to the conditions that they reasonably believe could be harmful to the environment or pose health or safety hazards.

By doing this we can initiate prompt corrective actions and Team Leaders can consider the environmental and cultural implications of every decision.

CEO: Lindsay Wadsworth

Date: February 19, 2016

Signature:

A handwritten signature in black ink, appearing to be "Lindsay Wadsworth", written over a horizontal line.