

## **BOYD GROUP INCOME FUND OCCUPATIONAL HEALTH & SAFETY POLICY**

### **Scope**

This policy applies to the Boyd Group Income Fund, its subsidiaries, affiliates, partnerships, joint ventures (collectively the “Company”) and to such entities’ shareholders, directors, officers, employees and agents (“Company Representatives”).

It sets forth the Company’s policy on providing a safe and healthy workplace for all employees and is for the protection and maintenance of the health and safety of workers at the work site.

This policy complements other applicable Company policies, such as the Company’s Code of Business Conduct and Ethics, and the Company’s Reporting and Anti-Retaliation policy.

### **Committing to Safety & Health**

The Company is committed to providing a safe and healthy workplace for all employees. Thus, occupational health and safety is an integral part of all business operations and a fundamental component of the Company’s long-term business strategy.

### **Operationalizing this Policy**

The Company operationalizes this commitment in many ways, including, but not limited to the following:

- Observing all applicable laws related to occupational health and safety, including taking reasonable precautions to maintain a safe and healthy work environment;
- Establishing and maintaining an appropriate organizational structure, including safety committees where required by law, that clearly defines responsibility for promoting occupational health and safety activities in all Company facilities;
- Performing occupational health and safety audits and risk assessments at Company facilities on a regular basis;
- Developing and maintaining health and safety programs, where required by law, to implement this policy;
- Establishing and maintaining open communications with employees, who provide valuable insights into “on the ground” health and safety issues; and,
- Training employees on a variety of subjects related to occupational health and safety.

### **Managing Occupational Health and Safety**

All Company managers are responsible for implementing and maintaining good health, safety, and environmental practices in areas under their control.

All employees are responsible for following health and safety protocols of the Company, including but not limited to:

- Wearing adequate personal protective equipment, when required;
- Respecting safety warning signs, alarms and instructions;
- Taking part in all health and safety training and educational programs offered by the Company; and,
- Reporting any and all unsafe working conditions, and unsafe acts by other employees or business partners.

### **Work-Related Injuries**

Whenever any employee is injured on the job or on Company property, no matter how minor, the employee is required to report the incident to his or her supervisor or the Human Resources Department.

Subject to applicable laws, neither the Company nor its Worker's Compensation insurer (where applicable) will be liable for the payment of workers' compensation benefits for injuries that do not qualify for Worker's Compensation coverage under applicable law.

### **Reporting Health & Safety Concerns**

If any employee becomes aware of unsafe working conditions, or has concerns involving safety, he/she must inform his or her supervisor or the Human Resources Department immediately.

This policy complements the Boyd Group Income Fund Reporting and Anti-Retaliation policy available here: <https://boydgroup.com/assets/docs/social/boyd-cs-anti-retaliation.pdf>, which sets forth the Company's clear policy on reporting employee concerns, including health and safety concerns, and protecting against retaliation for making such reports.

### **Contact Information**

Employees can submit questions about this policy or report matters to the Company as follows:

By email:

- [chro@boydgroup.com](mailto:chro@boydgroup.com) to reach a Human Resources representative, or
- [legal@boydgroup.com](mailto:legal@boydgroup.com) to reach our In-House Counsel

By regular mail:

The Boyd Group Income Fund  
1745 Ellice Ave  
Winnipeg, MB R3H 1A6  
Canada

This policy has been adopted on and made effective as of January 1, 2019.