Effective Date: October 1, 2021
Audience: All AGI Employees, visitors, customers, suppliers, contractors

Ag Growth International Inc. and its affiliates are hereinafter collectively referred to as "AGI"

HEALTH AND SAFETY POLICY

1.0 Purpose

AGI is committed to providing a safe and healthy work environment for all employees, visitors, customers, suppliers, and contractors. The purpose of this policy is to protect the health and safety of all affected by AGI business operations, to prevent injuries and illnesses, and to comply with all applicable occupational health and safety regulations and standards. Our goal is to create a workplace where everyone can work safely and healthily, and we are dedicated to the continuous improvement of our AGI Safety Management System (ASMS) across all AGI divisions worldwide. This policy will be revised by senior leadership at least every two years.

2.0 Policy Statement

This policy shall be implemented in all AGI divisions and support ASMS continuous development by:

- Maintaining a corporate and local level leadership team to steer the overall process.
- Providing professional safety resources across all organizational levels.
- Maintaining compliance with all laws and AGI corporate safety requirements.
- Defining roles and responsibilities for all workers affecting safety performance and measuring adherence to those responsibilities through performance reviews.
- Conducting initial and ongoing risk assessments that identify control and mitigation measures.
- Developing management plans, processes, and procedures that utilize the hierarchy of controls for the timely abatement and reduction of hazards.
- Promoting active participation and engagement of all workers within the ongoing delivery of ASMS, training, awareness of potential hazards, auditing, continuous improvement, evaluation, and communication of best practices.
- Developing measurements and auditing systems to ensure standards of performance are being achieved and opportunities for improvement are identified and implemented.
- Continuously improving ASMS by engaging management and using information gathered through the implementation of our safety systems and programs, and through performance reviews.

3.0 Your Role

If you witness any unsafe conditions or potential hazards, please report them to your direct supervisor or safety coordinator immediately. You must also promptly and accurately report all workplace injuries, accidents, or illnesses to your supervisor, regardless of the severity. Also, please always be vigilant and do not engage in any unsafe action.

AGI prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a health and safety concern or a violation of this Policy or for cooperating in related investigations. Please refer to our Whistleblower Policy for more details on reporting concerns anonymously.

4.0 Revision

Revision 1.0:	October 1, 2021
Revision 2.0:	April 24, 2023
Revision 3.0:	June 02, 2025