

Alcohol and Drug Policy

Zerem recognizes the legal and moral responsibility to provide a safe, productive and reliable work environment for all workers. Drug and alcohol abuse in the workplace results in incidents, injuries, lower productivity, lost profits, increased health care costs and legal difficulties for workers and employers. The consumption, use, possession or distribution of drugs and alcohol in the workplace poses serious risks to the health, safety and well-being of our workers. For these reasons, we have adopted the following stipulations that will be consistently enforced:

- No worker shall report to work or be at work impaired by alcohol, cannabis or illegal drugs.
- No workers shall distribute, possess, consume or use alcohol, cannabis or illegal drugs on company property (including parking areas and other Company grounds), or while otherwise performing work duties away from company premises.
- Strict adherence to all legal stipulations regarding drug and alcohol abuse in the workplace including but not limited to; human rights, confidentiality of medical information and records, as well as worker privacy.
- Strict adherence to all legal stipulations regarding drug and alcohol abuse in the workplace including but not limited to; human rights, confidentiality of medical information and records, as well as worker privacy.
- Worker shall use prescription or non-prescription drugs while at work as directed by the worker's physician. If a worker is taking a prescription or non-prescription drug for which there is a potential unsafe side effect, he or she has an obligation to report it to the supervisor.
- Workers are responsible for reporting any situations where a violation of the company alcohol or drug policy has occurred.
- Supervisors are required to investigate any situation where a violation of the company alcohol or drug policy exists.
- Review on a regular basis the best practices regarding the management of alcohol and drug abuse related issues in the workplace.
- Communicate through toolbox talks, memos, safety meetings, etc. the company policy regarding alcohol and drug abuse in the workplace, etc.



David Zafrani, P.Eng.
President

JAN. 21, 2020

Date



Workplace Harassment Policy

The management of Zerem Electrical Services Ltd is committed to providing a work environment in which individuals are treated with respect and dignity.

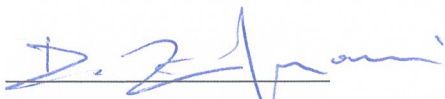
Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors, workers and all visitor/contractors are expected to uphold this policy, and will be held accountable by the employer.

Workplace harassment means engaging in course of vexatious comment or conduct against a worker, in a workplace, that is known or ought reasonably to be known to be unwelcome. Harassment may also relate to a form of discrimination as set out in the Ontario Human Rights Code.

This policy is not intended to limit or constrain the reasonable exercise of management function in the workplace.

Workers are encouraged to report any incident of workplace harassment. All reports must follow procedures for reporting workplace harassment. There will be no negative consequences for reports made in good faith. Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a timely and fair manner while respecting worker's privacy, to the extent possible.

The workplace violence policy should be consulted whenever there are concerns about violence in the workplace.


David Zafrani, P.Eng.
President

JAN. 21, 2026
Date



675 Garyray Drive, Toronto, ON, M9L 1R2
Tel: (416) 749-5666 Fax: (416) 740-0611
www.zerem.com

Workplace Violence Policy

The management of Zerem Electrical Services Ltd is committed to provide a work environment in which all individuals are treated with respect and dignity.

Workplace violence will not be tolerated from any person in the workplace. Any act of violence committed by or against any employee is unacceptable and will be subject to Zerem Electrical Services Ltd discipline policy and/or legal action.

For the purpose of this policy, violence includes but is not limited to:

- The use of, or attempt to use, physical force by a person against an employee, in the workplace, that causes or could cause physical injury. For example: hitting, shoving, pushing, or kicking.
- Any threat or action directed at an employee and interpreted to carry the potential to harm or endanger the safety of the employee. For example: Threatening language, shaking fists, destroying property or throwing objects.

Zerem Electrical Services Ltd will take whatever steps are appropriate to protect our employees from the potential risks associated with workplace violence: management will investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner. Supervisors must ensure that all measures and procedures set out in this policy and the supporting program are carried out in the workplace.

Workers are expected to comply with this policy and program and to report any concerns or complaints to their supervisor.

This policy prohibits reprisals against employees, acting in good faith, who report incidents of workplace violence or who are involved in an investigation. Management will take all reasonable and practical measures to prevent reprisals, threats of reprisal, or further violence.

David Zafrani, P.Eng.
President

JAN. 21, 2020

Date

IMS Policy – ISO 9001, ISO 14001, ISO 45001

At Zerem Electrical Services Ltd, we are committed to delivering high-quality electrical and subcontracting services across Ontario. Our scope of work includes large-scale high-rise residential developments, public transit infrastructure, and Industrial, Commercial, and Institutional (ICI) projects. We strive to provide safe, reliable, and efficient services that consistently meet customer expectations, comply with applicable legal and regulatory requirements, and support continual improvement across our operations.

We are dedicated to maintaining the highest standards of Quality, Environmental Management, and Occupational Health & Safety through the effective implementation of our Integrated Management System (IMS) aligned with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 requirements.

Our IMS Policy Focuses on:

- Delivering reliable, safe, and high-quality electrical services that meet client, statutory, and regulatory requirements.
- Establishing clear project objectives, accountability, and effective communication across all levels of operations.
- Ensuring rigorous quality control and continual improvement throughout project execution and service delivery.
- Preventing workplace injuries, illnesses, hazards, and unsafe conditions through proactive risk assessment and control measures.
- Providing safe and healthy working conditions for all employees, contractors, visitors, and stakeholders.
- Protecting the environment by minimizing pollution, reducing waste, and promoting responsible use of resources.
- Promoting sustainable practices, energy efficiency, and environmentally responsible solutions in all operations.
- Ensuring compliance with applicable legal, regulatory, environmental, and occupational health & safety obligations.
- Providing training, awareness, and competency development to enhance employee performance, safety culture, and operational excellence.
- Encouraging worker participation and consultation in health, safety, environmental, and quality matters.
- Allocating adequate resources to effectively implement, maintain, and continually improve the IMS.
- Building strong relationships with clients, suppliers, contractors, and stakeholders to uphold best industry practices and customer satisfaction.
- Monitoring performance through audits, inspections, reviews, and corrective actions to drive continual improvement.

Date: July 16, 2026.

Signature: D. Z. [Signature]

Authorized Signatory
Zerem Electrical Services Ltd