

SUPERIOR PLUS CORP.

HEALTH, SAFETY & ENVIRONMENT POLICY

Superior Plus Corp. ("Superior") is committed to protecting the health and safety of its employees, customers, contractors and community, and is dedicated to the continuous improvement of its health, safety and environmental performance in all of its operations.

Superior recognizes that providing healthy and safe working conditions and minimizing the impact of its operations on the environment is essential to its business success.

The following principles are fundamental to achieving the foregoing commitment:

- (a) to comply with and exceed where appropriate, all applicable health, safety and environmental laws and regulations and to conform to our internal standards based on generally accepted environmental practices and established industry codes of practice;
- (b) to regularly evaluate and monitor past, present and planned business activities impacting health, safety and environmental matters;
- (c) to ensure that a systematic review program for each of its businesses is implemented and monitored at all times, with a goal of continual improvement in health, safety and environmental matters;
- (d) To ensure that adequate reports on health, safety and environmental matters are presented to Superior's Health, Safety and Environment Committee on a quarterly basis.
- (e) to reinforce that all employees in a leadership position have the responsibility to set an example and create a work climate that will motivate employees to think and work safely; and
- (f) to maintain an environment that promotes active employee participation in Superior's health, safety and environment programs.

Each of Superior's businesses shall develop and implement site specific health, safety, emergency preparedness and environmental policies and action plans for their operations consistent with the foregoing principles.

All employees shall be made aware of the foregoing principles and shall be required to incorporate and abide by the spirit of such principles in carrying out their responsibilities.

Superior is committed to providing the necessary support to ensure that the foregoing principles are fully achieved.

“Luc Desjardins”

Luc Desjardins
President and CEO

Adopted by the board of directors of Superior Plus Corp. on August 9, 2017.