



## Health and Safety Policy

Exchange Income Corporation believes every employee should have the right to work in a safe workplace. Caring about our people and ensuring their wellbeing is fundamental to everything we do as an organization.

As such, Exchange Income Corporation, in partnership with our employees, will maintain management and operational systems that provide a safe and healthy work environment for employees, contractors, customers and the community, by delivering on the following commitments:

- Meet or exceed legal and regulatory requirements as well as company standards, applying more stringent criteria than those required by law when we believe this to be appropriate.
- Identify, prioritize and address health and safety risks in order to prevent and minimize incidents, accidents and injuries.
- Set objectives and targets for continuous improvement.
- Monitor and review progress.
- Hold management of Exchange Income Corporation and its subsidiaries accountable for providing leadership on health and safety matters.
- Communicate with our employees about their responsibilities and provide necessary training and support.

A handwritten signature in black ink, appearing to read "m pyle".

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Mike Pyle  
Chief Executive Officer  
Exchange Income Corporation