



Talis Engineering Inc.

Company Rules

Mandatory Requirements

1. Wear a hard hat, safety boots and safety glasses at all times in construction and fabrication work areas, job sites and process plants.
2. Report to your supervisor all unsafe acts, unsafe conditions and close call incidents.
3. Report all injury or damage immediately.
4. Perform all work using safe work practices and job procedures in accordance with your supervisor's direction.
5. Maintain good housekeeping in your work area.
6. Operate all vehicles and mobile equipment in accordance with site rules and applicable highway legislation.

Grounds for Dismissal

The following are prohibited at all times on all company property and all company job sites:

- Possession or consumption of alcohol or illegal drugs.
 - Arriving for work or remaining at work when ability to perform the job safely is impaired.
 - Possession of firearms.
 - Fighting, horseplay and practical jokes.
 - Theft and vandalism.
 - Damaging, disabling or interfering with safety, fire-fighting or first aid equipment.
 - Use of company owned vehicles for personal use without written consent of management.
-