



Health & Safety Policy

We conduct business in a manner that protects the health and safety of our employees. We seek continual improvement in our occupational health and safety (OH&S) management practices and performance by setting, reviewing and updating OH&S goals and through close cooperation between management, employees and unions, where applicable.

We strive to ensure safe working conditions, equipment and work sites. We continue to promote employee involvement and accountability in identifying, preventing and eliminating hazards and the risks of injury.

We are committed to:

- Incorporating OH&S considerations into all aspects of our management practices;
- Managing operations to meet all applicable OH&S laws and regulations and company policies;
- Identifying and assessing potential injury risks and implementing appropriate measures to eliminate or control those risks;
- Establishing, communicating and enforcing, through employee involvement, work site-specific rules and safe work methods;
- Promoting and developing safe behaviours, awareness, leadership and accountability of our employees in health and safety through their involvement in continual improvement processes;
- Measuring our health and safety performance in accordance with established standards, and communicating the results to our employees;
- Conducting independent OH&S audits to confirm that our management practices meet policy objectives, legislation and the principles of sound management; and reporting to the Board of Directors on the OH&S status of our operations.

Our employees share in this responsibility and are accountable for the successful implementation of this policy. Local management is empowered to curtail operations, as necessary, to prevent serious adverse impacts on health and safety.

June 2017

A handwritten signature in blue ink, appearing to read 'Jeff Webber', is written over a light background.

Jeff Webber

Executive Vice-President and Chief Operating Officer

