

## Occupational Health & Safety Policy

At EACOM Timber Corporation, our highest priority is conducting our business in a manner that protects the health and safety of our employees, contractors and visitors. We believe and promote that all incidents are preventable. We seek continual improvement in our occupational health and safety (OH&S) management practices and performance by setting, reviewing and updating goals and through close cooperation between management, employees, unions and contractors.

We strive to ensure safe working conditions, equipment, procedures and work sites. We champion 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.

Local management spearheads the OH&S performance of each operation and is empowered to curtail operations, as necessary, to prevent serious adverse impacts on our people.

All our employees share in this responsibility and are accountable for the successful implementation of this policy. We commit to a continuous review and improvement of our policies and processes.

January 7, 2020

A handwritten signature in blue ink, appearing to read "K Edgson".

**Kevin Edgson**  
President and CEO