

### OBJECTIVES

To provide a commitment to actions that will continuously improve and promote employee health, safety and environmental protection.

### GOALS

An Environmental, Health and Safety (EHS) program that succeeds in:

- Complying with all applicable government regulations, guidelines, industry standards, company and client policies;
- Managing EHS risks so as to protect our employees, contractors, visitors, property and the environment from harm;
- Being proactive in the prevention of all incidents;
- Ensuring that every employee understands the extent of their individual responsibility in protecting themselves, others and the environment;
- Holding every employee accountable for the programs maintenance, development and improvement;
- Communicating in a timely manner all EHS concerns; and
- Being measured, audited and evaluated as to its effectiveness.

### PRINCIPLES

- Every employee has the right to work in a healthy and safe environment.
- Employees are encouraged to be actively involved in maintaining and promoting a healthy and safe work environment.
- The prevention of accidents, injuries and occupational illness must be an integral part of every job activity.
- An internal responsibility system recognizing the roles of every workplace participant, from employee and supervisor to employer and owner – is key to having an effective EHS program.

### MANDATORY REQUIREMENTS

- Reasonable provision for the prevention of accidents and the promotion of EHS for all employees, must be made in compliance with the respective Occupational Health and Safety Act(s), their regulations and guidelines.
- The Occupational Health and Safety Act(s) and other relevant legislation set out minimum requirements for ensuring worker's health and safety and protection of the environment. Where applicable, Maxxam will supplement these minimum requirements.
- Occupational Health and Safety programs specific to Maxxam's operational needs must be developed, applied and communicated to all staff.
- Review of Maxxam's EHS policies and manual will occur annually.
- Managers, Supervisors and employees shall participate in training on their EHS duties and responsibilities under applicable legislation.

### RESPONSIBILITIES

Corporate & Regional Management is responsible for:

- Adhering to the principles and mandatory requirements of this policy;
- Developing strategies and priorities for implementation of specific EHS program additions and revisions.
- The establishment and maintenance of internal systems for EHS program management, including the allocation of financial support, time and human resources as necessary;
- Including EHS responsibilities in performance criteria, as appropriate, for Managers and Supervisors;
- Informing all employees of their rights and responsibilities under all applicable environmental and occupational legislation; and
- Assuming responsibilities of the owner as required in the Building and Fire Code and the Occupational Health and Safety Act(s) in situations where Maxxam holds legal title to real property used as a workplace.

#### Managers & Supervisors are responsible for:

- Adhering to the principles and mandatory requirements of this policy;
- Providing leadership, resources and training to employees to protect their Health, Safety and the Environment;
- Ensuring compliance with the Occupational Health & Safety Act(s), its regulations and Maxxam's EHS policies within those areas of the workplace under their authority;
- Advising their employees of any potential or actual danger in areas under their control;
- Promoting open, clear and informal communication with respect to EHS issues;
- Investigating all incidents and accidents with focus on prevention and;
- Evaluating their employees EHS performance annually.

#### All employees are responsible for:

- Adhering to the principles of this policy;
- Complying with the Occupational Health and Safety Act(s), its regulations and Maxxam's EHS policies;
- Reporting to their Supervisor or Manager any actual or potential hazard or other workplace EHS concern.

Environment, Health and Safety in the workplace is everyone's responsibility. Our success is dependent upon everyone's participation and dedication to this program.



Donna Garbutt  
Chief Executive Officer