

THE 4 PILLARS OF OUR OCCUPATIONAL HEALTH & SAFETY POLICY

1 CONTINUOUS IMPROVEMENT OF OUR HEALTH AND SAFETY PERFORMANCE

We strongly believe in the importance of implementing an ongoing process to improve our tools and ways of working in order to achieve excellent health and safety performance. The continuous improvement program involves the implementation of the following processes:

- > Identification and prioritization of the most important health and safety objectives.
- > Sound planning to identify hazards, assess risks and implement rigorous controls, both in our day-to-day operations and in the completion of new tasks.
- > Implementing mechanisms for training, providing information, participation, raising awareness and communication that foster the continuous development of our occupational health and safety expertise.

2 APPLY AND COMPLY WITH LAWS AND REGULATIONS

All employees must be diligent about implementing the means made available to them for carrying out their assigned tasks in compliance with applicable occupational health and safety laws and regulations.

3 RISK PREVENTION

We want to provide a safe and healthy working environment with minimal risk for all our employees and business partners. We are committed to implementing all the means required to achieve this objective by:

- > Implementing a strong and comprehensive prevention program.
- > Applying innovative tools and initiatives to eliminate risk and hazard sources related to occupational health and safety.

4 EVERYONE'S INVOLVEMENT IN THE APPLICATION OF OUR HEALTH AND SAFETY VALUES

We believe that our organization's greatest strength is our devoted human capital. This is why occupational health and safety is always an important issue that requires everyone's involvement. This means:

- > Leadership that fully embraces its health and safety responsibilities and supports sound workplace health and safety principles.
- > The full and active participation, every day, of all our employees and business partners in the uncompromising application of the highest occupational health and safety standards.



David Cataford
CEO



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