



## Health and Safety Policy Statement

Conifex Inc. values its employees and recognizes that people including our employees and extending to the people of our contractors, suppliers, customers, and vendors are one of the key driving forces in a dynamic and continuously improving business.

It is our commitment that the health and safety of employees shall be of a primary consideration in all operations and activities. Our people are without a doubt a key resource, and the well-being of every employee is one of our key responsibilities.

Our Management Group and Supervisory Team in Operations and Forestry will lead and demonstrate our commitment to safety by modeling the correct behavior. A good safety record will demonstrate our individual commitment.

We will provide leadership to support the management group in their responsibilities to:

- Honor our commitment to Safety
  - We believe that all injuries are preventable
  - We believe that the health and safety of all workers is a priority
  - We believe that excellence in health and safety is critical to our long-term success.
- Provide policies, rules, and guidelines to support our Health and Safety Program and ensure compliance with regulation.
- Develop, maintain and promote safe work procedures and practices.
- Develop and provide appropriate training, guidance, and supervision for Safety. We understand the importance of workers being fully prepared for work and the requirement for competent supervisors who will provide and enforce safe work practices. All workers must be competent and fully trained for the work they are performing.
- Consistently strive for continuous improvement utilizing ongoing hazard assessments, control, review of best practices, tours and audits.
- Ensure that all people on our work sites, including contractors, suppliers, and visitors are aware of our safety requirements and the requirement to follow all applicable regulations, standards, and policies. When engaging contractors and service providers, safety performance shall be part of the evaluation and selection process.


Conifex Inc. is committed and will provide full support for participation of all on-site stakeholders. Our safety program requires that, as a condition of employment:

- Workers (as defined by Worksafe) will actively pursue and apply the necessary knowledge to safely carry out their work tasks and responsibilities including the refusal of unsafe work.
- Workers will contribute to the program with ideas for development and ongoing effectiveness of the program including improvement and or changes.


A successful Health and Safety Program requires input and participation from each and every one of us. Management, Supervisors, and Workers, we each hold specific responsibility that between us becomes a shared responsibility to provide the leadership necessary to the well being and safety and health of each of us.

Invest in the future - Practice safety today.

  
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CEO

  
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