



## Health and Safety Policy

Conifex is committed to providing a safe and healthy workplace through the prevention of hazards, injury and illness at work. We value and recognize people, including all employees, contractors and customers as a key driving force in a dynamic and continuously improving business who instill a culture of safety first, above all else.

Safety is everyone's responsibility. It rests with all levels of Management and with every employee. Together, we hold specific responsibilities in all aspects of Health and Safety including laws and regulations that must be strictly adhered to.

Management is responsible to:

- Establish a safe and healthy work environment to ensure the health and safety of all workers on the worksite.
- Ensure all workers are made aware of all known or reasonably foreseeable hazards.
- Establish a Health and Safety Program and related policies.
- Remedy hazards.
- Provide information, instruction, training and supervision.
- Maintain a system to ensure compliance with safety regulations and company policies and processes of all employers and workers on site.

Supervisors are responsible to:

- Ensure that all workers under their direction receive appropriate training and instruction
- Observe workers in the performance of their duties and through timely feedback and coaching, ensure that they are performing tasks safely.
- Ensure employees are made aware of all reasonably foreseeable health or safety hazards in their areas of work.
- Understand the work process, the hazards involved and implement effective control measures for the hazards.
- Ensure compliance with safety regulations and company policies.

Workers are responsible to:

- Take all necessary reasonable steps to protect themselves and others.
- Comply with safety regulations, company policies and work processes.
- Report all unsafe conditions and/or acts and take the appropriate steps for correction if safe to do so.

Diligent efforts by all employees shall be directed to preventing workplace incidents. At all times, Conifex and its employees, contractors and customers are required to observe and comply with all laws and regulations related to Health and Safety.

Working together on a foundation of commitment, enthusiasm and effort, integrating Safety into all facets of our operations, we will achieve a workplace free of hazards, injury and illness through open lines of communication, objective discussions and cooperation between workers, supervisors, management, safety committees and other outside parties.

Ken Shields  
President and CEO

Date Nov. 14/19

Tom Reed  
Chair of Board Environmental, Health & Safety Committee

Date Nov. 14/19