

# SAFETY POLICY



## CANFOR IS COMMITTED TO PROVIDING A SAFE AND HEALTHY WORKING ENVIRONMENT FOR ALL EMPLOYEES AND ALL OTHERS REQUIRED TO PROVIDE SERVICES AT CANFOR WORK SITES.

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### CANFOR'S OCCUPATIONAL HEALTH AND SAFETY OBJECTIVES ARE:

- Take all reasonable care to prevent work-related injury and promote occupational health and safety, including the promotion and advancement of physical, psychological and social well-being of employees through recognition, evaluation, control and wherever practical, the elimination of foreseeable hazards.
- Promote the awareness of occupational health and safety issues, and safe work practices and procedures.
- Ensure all work sites maintain and continually improve effective health and safety systems
- Support employee involvement in all aspects of occupational health and safety.
- Communicate our health and safety performance to our Board of Directors, shareholders, employees, customers, and other interested parties.
- Comply with all relevant laws and regulations.

### MANAGEMENT MUST:

- a. Develop and maintain a comprehensive occupational health and safety program.
- b. Conduct regular health and safety audits and implement appropriate corrective actions.
- c. Facilitate active employee participation in health and safety initiatives and programs.
- d. Provide the necessary education and training in safe work practices and procedures for supervisors, Joint Health and Safety Committee members (consistent with *c. Employee responsibilities*), and all employees.
- e. Communicate known or reasonably foreseeable health or safety hazards to which employees are likely to be exposed by their work.
- f. Ensure there are emergency response plans in place that detail timely and appropriate actions to be taken in response to emergency situations.

- g. Develop and maintain effective ability management programs that provide all employees, affected by disabling occupational or non-occupational injuries or illnesses, with an early return-to-work evaluation process.

### SUPERVISORS MUST:

- a. Ensure that all employees under their direction receive proper training and instruction and that all work is performed safely.
- b. Ensure that employees are made aware of all known or reasonably foreseeable health or safety hazards in the areas where they work.
- c. Initiate actions and follow-up in order to maintain a physically, psychologically and socially safe and healthy working environment within their areas of responsibility.

## EMPLOYEES MUST:

- a. Take responsibility for avoiding risk to themselves and others and following all known safe work rules, procedures, and instructions.
- b. Seek to eliminate all foreseeable incidents by identifying and reporting workplace hazards and risks, and by assisting in the development of corrective actions to help mitigate them.
- c. Notify a member of their Joint Health and Safety Committee or a Management representative of any potential health and safety concerns or near misses.
- d. Commit to working safely each and every day and contribute to the creation of a physically, psychologically, and socially safe and healthy working environment for themselves and their co-workers.

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MARCH 2023



**DON KAYNE**

President and Chief Executive Officer