



CONTROL OF HAZARDS

Senior management is committed to reducing risk of work-related injury, illness, psychological hazards and property damage at our sites, facilities, offices, and operations by providing resources and controlling identified hazards.

Our commitment includes using the hierarchy of controls at the source, along the path or at the worker. In the field, to minimize risks, injury, adverse health effects, damage to equipment or environment, this may look like:

- a new or different process
- a new or different tool
- new or different equipment
- new or different products
- barriers, machine guarding
- training
- work assignment based on competency and experience
- rotation of job duties
- safe work practices and job procedures
- personal protective equipment

It is our strict policy that work deemed to have critical hazards will not be conducted without planning, training, documented procedures, all required controls, and a rescue plan where required.

All areas and operations will be assessed to determine and assign control measures for all identified hazards to the lowest possible level as laid out in our Hazard Identification, Assessment, and Control procedure. Legislation, industry guidelines and manufacturers recommendations will be reviewed ensuring the highest degree of safety is achieved.

Effective work planning is vital to the health and safety of all employees. All risks will be determined by a competent person having the knowledge, training and experience required to ensure hazard controls never introduce a new risk.

Supervisors must ensure controls for all identified hazards are available, communicated, and implemented, reducing risk to the lowest level prior to work starting. It is our policy that high risk tasks will not be carried out without procedures and controls to adequately reduce risk to acceptable levels.

When accessing risk at the corporate, site and task levels, managers and supervisors will evaluate risk using a matrix to determine the likelihood of an occurrence and potential consequence in the event of an incident. This assessment will include both actual and potential hazards, ensuring controls reduce the risk to an acceptable level.

Documentation of controls will be included on the Hazard Identification and Risk Assessment (HIRA), JHA(s) safe work practices and procedures, pre-construction hazards assessments and site-specific safety plans as required by the Occupational Health & Safety Management System control procedure.

Employees carrying out particular tasks are often the most knowledgeable about hazards, conditions, circumstances, and best mitigation measures. All workers are encouraged to take an active role to identify hazard controls.

Site and project management are responsible to ensure this policy and corresponding procedure are reviewed, communicated, and implemented.

The health and safety department will assist in the development and assessment of hazard controls and act as a subject matter expert and resource to managers, supervisors and employees as required.

In alignment with our company spirit of cooperation and internal responsibility, the Joint Health and Safety Committee or Health and Safety Representative is encouraged to participate in development and assessment of hazard controls. They are invited and encouraged to make recommendation for change at any time.

Additional information on roles, responsibilities, processes and training requirements for hazard identification, risk assessment and control can be found in the Hazard Identification, Assessment and Control Procedure.

Following this policy and using prescribed controls is everyone's responsibility and you are fully expected to participate. Non-compliance of this policy will result in disciplinary action up to and including termination.

This policy will be reviewed as required and at least annually.

A handwritten signature in black ink, appearing to read 'S. N. N.', is written over a horizontal line.

Signature

February 24, 2023

Date