



## **Environmental, Health & Safety Policy**

Conifex is committed to providing a safe and healthy workplace through the prevention of hazards, injury and illness at all work sites. We consider and assess physical and psychological risk to better support and foster an inclusive organizational culture of care.

The purpose of the Environmental, Health & Safety (EHS) Policy is to ensure that all program activities meet EHS requirements, and to ensure that staff, contractors, visitors, and local communities are not adversely impacted by environmental, health, and/or safety risks associated with contaminated sites. This EHS Policy provides direction to meet the requirements of the Federal and Provincial health, safety and environmental regulations and policies.

At Conifex, everyone is responsible for adhering to the EHS Policy.

### **Management Must:**

- 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 in a timely matter.
- 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.
- Foster an inclusive organizational culture of care where employees are treated with respect, care and consideration.

### **Supervisors Must:**

- 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.
- Foster an inclusive organizational culture of care where employees are treated with respect, care and consideration.

### **Workers Must:**

- 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.
- Foster an inclusive organizational culture of care where employees are treated with respect, care and consideration.

The principal requirement of this EHS Policy is to ensure that EHS Policies and Procedures are in place and implemented, and that all program activities are carried out in a manner that will not adversely impact the environment, health and/or safety. This will be achieved through training/education, audits and reviews of our environmental performance and communication.

Employees have direct responsibility for EHS as an essential part of their job, individuals who has the authority to direct employee's work understands the legal duty to take reasonable steps to prevent bodily harm to that person, or any other person, or the environment, arising from that work.

**Conifex is committed to:**

- Continual improvement of the EHS program;
- Prevention of pollution or other adverse environmental impacts;
- Prevention of all incidents;
- Development of objectives and targets, to ensure the requirements of the EHS management system are met; and
- Regular monitoring and reporting of the performance against EHS objectives and targets.

As we work 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



Michael Costello  
Chair of Board Environmental, Health & Safety Committee

Date Feb 11/22

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