### Example Health and Safety Policy

**New Company Inc. has a fierce determination to prevent and eliminate workplace injuries and illnesses. We believe that all workplace injuries are predictable and preventable.**

We will conduct business in a manner that protects the health and safety of our employees. Health and Safety are core values at New Company Inc. based on a philosophy of sincerely caring for the health and well-being of ALL who enter our facility and those in the community in which we live.

We will not put improvements in production, cost reductions, or quality ahead of protecting the health and safety of people.

We will promote employee involvement and accountability in identifying, preventing, and eliminating hazards and the risk of injury and illness.

**We are committed to:**

Incorporating OH&S considerations into all aspects of our man­age­ment practices;

Managing operations to meet all applicable OH&S laws and regulations and company policies;

Identifying hazards, assessing potential risks, and implementing appropriate measures to eliminate or control those hazards;

Establishing an atmosphere of collaboration, communicating and enforcing, through employee involvement, work site-specific rules and safe work methods;

Promoting and developing safe behaviours, awareness, leadership and accountability of our employees in health and safety through their involvement in continual improvement processes;

Measuring our health and safety performance in accordance with established stan­dards, and communicating the results to our employees;

Conducting OH&S audits to confirm that our management prac­tices meet policy objectives, legislation, and the principles of sound management; and reporting to the Vice President on the OH&S status of our operations.

**The Company** is responsible for providing and maintaining a safe and healthy workplace.

**Leadership** is responsible for ensuring that all mill and contractor employees follow safety and health policies, practices, and procedures.

**Employees, Contractors, and Visitors** are expected to support and participate in the Health and Safety Program and are responsible for following all safety and health policies, practices, and procedures established to protect themselves, their co-workers, contractors, and our visitors.

**The Occupational Health and Safety Committee** assists the workplace by working with the employer in identifying, assessing and controlling hazards, providing regular inspections, talking with workers about their health and safety concerns, and performing all other legislated duties of committee.

 Substandard health and safety performance will not be accepted. Working in a safe and healthy way is a condition of employment.

 It is our commitment that all work will be performed in an environment created by a healthy and safe workforce.

Signed by: Vice President of Operations \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

(signed by highest level of management) (dated within the last three years)