



Safety, Health & Environment Guiding Principals

These ten principles should guide the development of strategic plans and management systems within the corporation. They provide direction when there are questions regarding the appropriate manner in which safety and health should be managed.

- All injuries, occupational illnesses and environmental incidents are preventable
- All individuals (employees, managers, contractors) must be held accountable for their safety, health and environmental performance.
- Working safely and with regard for the environment is a condition of employment
- Error is a consequence and opportunity, not a cause
- Communication and consultation with employees is critical to an effective management system
- Focus on the management system and unsafe behaviour, a reduction in all incidents will follow
- Unsafe behaviour is the primary trigger of most injuries and must be addressed accordingly
- Interaction between people and equipment creates risk requiring constant vigilance
- The community (which includes all stakeholders) provides us with the right to operate
- Keep the SHE management system as simple as possible.

A handwritten signature in blue ink, appearing to read "Mark Campbell".

Mark Campbell
CEO May 2011