



## HEALTH AND SAFETY POLICY STATEMENT

The health and safety of our employees is the Company's first concern and responsibility. We are committed to providing our employees with safe working environments, in addition to complying with applicable legal requirements in all our sites.

A Health & Safety Management system is the backbone of our efforts. This system promotes individual accountability for health and safety, as well as the proper attitudes toward the prevention of injuries and illnesses.

We provide our employees with the training and assistance they need to ensure they possess the knowledge and skills required to perform their jobs safely, while promoting a healthy lifestyle both on and off the job. Ultimately, our employees are responsible for their own safety. Employees are accountable for working safely at all times so as not to endanger their own health and safety or that of their co-workers.

We are committed to these beliefs:

- Each task can be performed without injury.
- Operating without injuries is the foundation of operational excellence.
- Safety and health are core values linked to every part of our business.
- Firm commitment by management and by each employee at all levels is key to creating and maintaining a safe, injury-free workplace.

We foster continuous improvement by establishing world-class health and safety standards at each facility, and by measuring results.

A handwritten signature in black ink that reads 'Richard Garneau'.

Richard Garneau  
President and Chief Executive Officer

March 2012