



TEAM MEMBER GUIDE

818 ENVIRONMENT AND SAFETY

Environmental protection is a fundamental Company value; every Team Member has a role in ensuring the Company's operations comply with environmental legislation and standards. Safety must be everyone's concern. The Company is committed to providing all Team Members with a safe, healthful and harassment-free workplace and to ensuring safe and respectful work practices and conditions. Management has both a legal and a moral responsibility for safety and the protection of the environment, and every Manager has a specific obligation in this respect. Every Team Member has a personal responsibility to take all prudent precautions in every activity, not just to ensure personal safety, but also to avoid creating danger to others or demonstrating behaviour which can be reasonably construed as discrimination or harassment.

Team Members are required to adhere to all health and safety policies and procedures, inclusive of wearing personal protective equipment (PPE) as deemed necessary. Those Team Members who work in areas that contain entanglement hazards are required to properly secure loose hair, jewelry or clothing which may pose a risk.