
 <p style="text-align: center;">HEALTH & SAFETY POLICY HS-001</p>	DEPARTMENT:		INQUIRIES TO:	TOPIC:	
	All		Joint Health & Safety Committee	Corporate Health & Safety	
	ISSUED:		REVIEW DATE:		APPROVED BY:
	January 2020		December 2020		 Board of Directors Resolution #YEC 2019-04

1.0 Purpose

1.1 Yukon Energy takes health and safety seriously. The personal health and safety of each employee is of primary importance. The prevention of occupationally induced injuries and illnesses is of such consequence that it will be given priority over operating productivity. To the greatest degree possible, Yukon Energy’s management will provide all mechanical and physical facilities required for personal safety and health, in keeping with the highest standards.

1.2 The Corporation will commit:

- to make provisions for the protection from workplace hazards;
- to the prevention of accidents and injury;
- to the promotion of workplace health and safety;
- to comply with the Yukon’s *Occupational Health and Safety Act* and Regulations; and
- to investigating all incidents, accidents and near miss events occurring in the workplace.

1.3 The Corporation believes that the responsibility for health and safety is shared among the management team, the supervisors/lead hands and the employees:

- our management team is accountable for providing the overall leadership for the health and safety management system, for its effectiveness and improvement, and for providing a healthy and safe working environment;
- our supervisors and lead hands are responsible for fostering proper attitudes toward health and safety in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the health and safety of all;
- our employees are responsible for wholehearted, genuine cooperation with all aspects of the Health and Safety Program, including compliance with all rules and regulations, and for continually practicing safety while performing their duties; and
- our Joint Health and Safety Committee members have a responsibility to promote health and safety at the work site. Members should be involved in developing and promoting worker safety education, health and safety programs and initiatives.

2.0 Principles

2.1 *Incidents are preventable*

Accidents and incidents don’t just happen. They are *caused* and therefore, are preventable.

2.2 *Health and safety system*

Health and safety is part of the Corporation's way of doing business. Some critical elements to the health and safety system include:

- a) safe work processes and practices, with procedures that make sense;
- b) integrating safe practices into job and work planning processes;
- c) work site hazards must be identified, the risks evaluated and the appropriate controls applied;
- d) common understanding and agreement that all incidents shall be reported and investigated to determine root cause and prevention of reoccurrence;
- e) training that allows employees to learn their jobs, to reinforce existing best practices and to bring new ideas into the workplace;
- f) continuous improvements to the system: evaluate, plan, do, check, and act; and
- g) public safety education and promotion.

2.3 *Practical Loss Control*

Health and safety is part of the commitment to an overall loss prevention program. To understand the sequence of events that can lead to a loss, it is essential to understand what one is trying to prevent or control.

- **Fire Loss Control** – all Yukon Energy staff have a very important role in fire prevention and control. Work methods and workplaces will always be designed to facilitate fire loss control efforts.
- **Loss Control Procedures** – no worker shall carry out or cause to be carried out, any work process or operate or cause to be operated any tool, appliance or equipment that would create an undue hazard to the worker's health or safety or safety of any other worker.
- **Compliance** – it is the responsibility of all Yukon Energy staff to comply with all regulations and commonly recognized safe work practices and procedures in the day-to-day operations. The success of the Health and Safety Program is dependent upon the contribution toward safety awareness from every employee.

2.4 *Three Basic Rights*

Employees have the following three basic rights:

- **Right to Know** – employees have the right to know what hazards are present in the workplace, and be given the information, training, and supervision needed to protect themselves.
- **Right to Participate** – every employee has a right to participate in keeping the workplace healthy and safe, which may include being a health and safety representative or committee member. Every employee also has a right to report unsafe conditions and practices.
- **Right to Refuse** – employees can refuse work that they believe to be dangerous to themselves or their co-workers. When an employee exercises their right to refuse work, they must follow the proper procedures. A work refusal report form is available on the Health & Safety 'forms' site.

3.0 Compliance

3.1 Employees who breach this policy may be subject to disciplinary action.

