

	HEALTH & SAFETY POLICY HS-001	DEPARTMENT:		INQUIRIES TO:	TOPIC:
		All		Joint Health & Safety Committee	Corporate Health & Safety
		ISSUED:		REVIEW DATE:	APPROVED BY:
		November 2025		November 2026	 Board of Directors Resolution #YEC 2025-041

1.0 Purpose

1.1 Safety is the first consideration in everything we do. Providing a safe work environment for our people, our contractors, our customers and the public is integral to our culture – it is a shared belief that directs our day-to-day priorities and decisions. 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. Yukon Energy’s management will demonstrate best industry practices and invest in the training, equipment and facilities to ensure the highest safety standards.

1.2 Yukon Energy commits to:

- promote a spirit of co-operation and consultation with all workers;
- make provisions for the protection from workplace hazards;
- the prevention of accidents and injury, supported by a goal of achieving zero serious incidents with fatality potential;
- the promotion of workplace health and safety;
- comply with the Yukon’s *Occupational Health and Safety Act* and Regulations; and
- investigating all incidents, accidents and near miss events occurring in the workplace with the objective of making systemic improvements to avoid reoccurrence.

1.3 Yukon Energy 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 Yukon Energy's way of doing business. Some key elements of the health and safety system include:

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

2.3 *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.