



## Health and safety management approach

### **Occupational health and safety program**

We are committed to incorporating health and safety in our daily activities and decision-making, while demonstrating care for each other and a commitment to our corporate values. Our board-level health and safety policy outlines the port authority's health and safety objectives, along with organizational responsibilities.

Our health and safety program has been developed in compliance with the applicable regulations, including Canada Labour Code, Canada Occupational Health and Safety Regulations, Maritime Occupational Health and Safety Regulations, West Coast Shipping Employees Hours of Work Regulations, and the Canada Shipping Act, 2001. We aim to exceed regulatory requirements through the application of industry guidance and best practice. Our program applies to all employees as well as to consultants, visitors, and contractors while on port authority-controlled properties and on project sites. We measure success through leading indicators as well as injury data.

### **Hazard identification, risk assessment, and incident investigation**

We use a range of processes to identify, assess, and control hazards, including a hazard prevention program, safe work procedures, task-level and job hazard assessments; and field level hazard assessments. Hazard and risk controls follow the five-part hierarchy of controls. The health and safety team regularly reviews hazard identification, assessment and control process and ensures employees have the appropriate tools, resources, training and ability to work safety.

The health and safety team oversees incident reporting, investigation, and corrective actions. Investigations are intended to identify the root cause and contributing factors of the occurrence so necessary measures can be taken to prevent a recurrence. All investigations must be carried out by a qualified person and in consultation with our internal health and safety committee.

### **Employee training and engagement**

We provide meaningful and comprehensive training and education programs through a variety of awareness-based education, job specific certifications, specialized third party education and training, on the job training, and ongoing mentorship and coaching. Training and education provide employees with the tools and know-how to prevent and manage unwanted occurrences.

We encourage employees to play an active role in health and safety. Two workplaces health and safety committees comprise of worker and management representatives who meet regularly to advise, assist, and make recommendations to facilitate the health, safety, and personal security of employees and visitors to our office. Monthly safety reporting is shared with employees.

## **Occupational health services and worker health initiatives**

We provide a range of programs and initiatives to support worker health. These include:

- Fatigue management program
- Communicable disease program
- Audiometric testing for employees exposed to noise
- Ergonomics program for the workplace and work-from-home
- Mental health supports
- Health benefits