



# Health and Safety Policy

**Cermaq Canada Ltd.** is a salmon farming company on Vancouver Island, British Columbia. Operations consist of four land-based freshwater facilities (three hatcheries and a broodstock facility); 26 marine aquaculture facilities (including a broodstock facility); and one fish processing facility. Cermaq Canada's offices are located in Campbell River, Tofino and Richmond. Warehouses are located in Campbell River, Tofino and Port McNeill.

**Cermaq Canada Ltd.** is proud to produce high-quality Atlantic salmon (*Salmo salar*) for domestic and international seafood markets.

## Our Policy

**Cermaq Canada Ltd.** believes that our people are our most valuable asset. We will provide and maintain a safe and healthy work environment, in accordance with industry standards and in compliance with legislative requirements. We will strive to eliminate any foreseeable hazards and reduce health and safety risks which may result in personal injury, illness or incidents.

## Our Commitments

- ✓ Continue to elevate our Occupational Health and Safety performance through improvements guided by our Occupational Health and Safety Program.
- ✓ Regularly review our performance against Occupational Health and Safety objectives.
- ✓ Facilitate a safe workplace and prevention against injury and ill health.
- ✓ Meet or exceed legal and other applicable requirements that relate to our Occupational Health and Safety hazards.
- ✓ Regularly evaluate the effectiveness of our Occupational Health and Safety Program through monitoring, inspections and audits.
- ✓ Consult with our employees, suppliers and contractors on their individual obligations to raise Occupational Health and Safety awareness; encouraging their participation in preventative and corrective measures.
- ✓ Management will provide internal and external resources needed to maintain and improve our Occupational Health and Safety Program.
- ✓ Through our Injury Management Program, whenever possible, provide meaningful work for those unable to perform full duties.

A handwritten signature in black ink, appearing to read "D. Kiemele", positioned above a horizontal line.

David Kiemele, Managing Director