



PINE VALLEY PACKAGING LIMITED

THE PROTECTIVE PACKAGING PEOPLE - "CELEBRATING OVER 25 YEARS IN BUSINESS"
ISO 9001:2000

Health and Safety Policy

May 11, 2024

Pine Valley Packaging Group Inc. and PVP Sewn Products are committed to the protection of our employees and property from violence and harassment, accidental harm, damage, and/or loss.

To fulfill this commitment:

- ❖ We will provide and maintain a safe and healthy work environment.
- ❖ We will comply with legal requirements and follow acceptable industrial practices.
- ❖ We will strive to eliminate all foreseeable hazards that could cause fire, security loss, damage to property, or personal harm through injury or illness.
- ❖ We will comply with our Health and Safety manual.
- ❖ We believe that workplace violence and harassment is unacceptable, see manual for definitions.
- ❖ We will ensure employees wear proper Personal Protective Equipment
- ❖ We will ensure our machines and equipment are safe
- ❖ We will ensure to have an Emergency Preparedness plan
- ❖ We will ensure proper Workplace Ergonomics are followed
- ❖ We will ensure proper handling of chemical and/or biological substances

We will deal with concerns about hazards in the workplace and other situations in accordance with good business practices and legal requirements.

The purpose of this Policy is to recognize that occupational health and safety including violence and harassment is a concern for all. We will therefore work actively to encourage input and comments from all groups in our workplace.

We can all control accidental loss through good management combined with active employee involvement. Loss prevention is the direct responsibility of both line managers and employees.

Our management, including owners, department heads, and line managers, will comply with the company's loss prevention requirements, as they apply to design, operation, and maintenance of facilities and equipment.

All employees will perform their jobs according to established procedures and operation philosophy. These procedures will be immediately revised to conform to ongoing legislative changes.

We will adopt an "open door" policy to speed implementation of this health and safety policy. We are committed to investigate and follow-up on all reported incidents. We encourage any employee having followed due process, to bring unresolved issues to the attention of the president.

Every employee is expected to actively support and contribute to make our workplace a safe and healthy place.

President, Mr. Imoto

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