



# Health and Safety Policy

Purolator Inc. is committed to the personal safety and general wellbeing of each of our employees and is committed to continually improving our health and safety management system and performance. Purolator acknowledges its responsibility to protect employees from occupational injury and illness, and this responsibility will take precedence over operating objectives. We commit to consultation and participation of workers through the initiatives of the H&S Policy Committee and respective Workplace Health and Safety Committees. By involving workers in the development of our health and safety policies and procedures we will work together to create a workplace that is physically and psychologically safe.

## In the implementation of this policy, Purolator acknowledges its responsibility to:

1. Establish and maintain standards, procedures and management controls to ensure health and safety risk considerations are integrated into our business decision-making process.
2. Meet or exceed applicable health and safety legal requirements and other relevant H&S requirements, including regulations, and Company procedures, through the implementation of a health and safety management system.
3. Establish, implement and maintain documented health and safety objectives, targets, information, and plans.
4. Develop knowledge and understanding of health and safety issues and controls related to employment functions at all levels of the organization.
5. Encourage health and safety through the implementation of health and safety committees/representation in all areas of awareness and prevention, as well as investigation of all incidents and conditions which could lead to incidents.
6. Ensure the maintenance of mechanical and physical facilities at the highest reasonable standard in order to maintain a safe and healthy work environment.
7. Perform ongoing health and safety audits of our operations to identify health and safety issues and remedy deficiencies, if any.
8. Communicate our Health and Safety Policy to all employees and make it available to the public and other interested parties.
9. Ensure that all contractors and sub-contractors follow the Company's Health and Safety Policy and relevant procedures.

Implementation of this Health and Safety Policy is an important management objective and the responsibility of all employees.

A handwritten signature in black ink, appearing to read "John Ferguson".

John Ferguson  
President and Chief Executive Officer