HEALTH & SAFETY POLICY

Values

The protection of human health and personal safety rank at the highest level of importance to every single employee in the Mercer Group. We operate in a diligent and responsible manner to ensure ZERO HARM to people.

We are dedicated to continuously improving our processes, being individually accountable and promoting comprehensive safety awareness.

Policy

Through our Environmental, Health and Safety Committee, Mercer proudly sets forth its H&S Policy:

- We are committed to a ZERO HARM work environment and believe that all work-related injuries can be prevented. All employees are directly responsible for preventing injuries and illnesses.
- Safety in all our activities is just as important as safety at work.
- Should circumstances arise where the health & safety of people is at risk, health & safety has an overriding priority. Deficiencies must be corrected promptly.
- We care about our health & safety and the health & safety of our colleagues and contractors to build an interdependent safety culture. We have the skills and competencies to lead in safety and to act as role models.
- We establish and support clearly defined health and safety programs.
- We are engaged in the continuous improvement of our safety culture and performance. Measurable goals will be set in support of Mercer´s H&S policy and assessed periodically. H&S matters will be addressed in a systematic fashion to ensure sustainable improvements.
- We strive to maintain a high degree of Emergency Preparedness.
- We comply with local laws and regulations and require our (sub) contractors to manage H&S in line with our policy.
- It is essential to investigate all unsafe practices and incidents with injury potential as well as all injuries to learn from incidents and thus eliminating unsafe acts and conditions.
- People are our most important asset and the most critical element in the success of our H&S program. We will ensure that our employees have the necessary skills and knowledge to contribute to a safe workplace.
- We will maintain an open dialogue with our stakeholders (Board of Directors, employees, customers, suppliers, shareholders, and community in which we operate) to address concerns and identify opportunities to improve existing practices, processes

and protocols.

- We strive to know our risks and are able to mitigate these risks to an acceptable level. We strive for a proactive approach to avoid incidents. No job is ever worth doing in an unsafe manner.