

Health & Safety Policy

Our Value: Be Safe & Healthy

We believe that nothing is more important than the health and safety of our people and stakeholders.

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

Policy

This policy applies to all Mercer operations, employees, visitors, contractors and sub-contractors.

Wherever our operations involve risk, we give overriding priority to protecting the health and safety of our people. We are committed to a ZERO HARM work environment where the wellbeing of our people is not negotiable and where every employee holds responsibility for ensuring that all injuries are prevented. This is done through the following:

People First

- We strive to know our risks and systematically consult and collaborate with workers, and workers' representatives where they exist, to mitigate risks to an acceptable level utilizing the hierarchy of controls.
- We consider our contractors and sub-contractors as partners and expect the same standard of care when they are working in our workplaces.
- We foster an interdependent safety culture that promotes health, safety and wellness as a way of life both at and away from work.

Setting Safe Working Conditions

- We ensure our employees have the necessary equipment, tools, skills and knowledge to contribute to a safe workplace.
- We maintain our facilities, materials, tools and equipment in a safe condition.



- We maintain an effective and supportive abilities management/return-to-work program.

Learning, Preparedness, and Compliance

- We establish and support clearly defined health and safety management systems.
- We are aligned with relevant international occupational health and safety standards and strive to exceed local laws and regulations.
- We maintain continuous improvement processes for our programs through regular evaluation and engagement with all stakeholders.
- We maintain a high degree of emergency preparedness and are prepared to manage crisis situations.
- We report all incidents, including near misses and investigate every injury and instance where the potential for serious injury or fatality was indicated.
- We use the learnings from investigations to strengthen our systems, prioritize next steps and develop effective action plans.

Governance

Mercer's Board of Directors and Environmental, Health and Safety Committee maintain the highest level of oversight over Mercer's Health and Safety Policy and programs. The Vice President, Health and Safety, is responsible to support the implementation and for monitoring of adherence to this policy.

Environmental, Health and Safety Committee of the Mercer Board of Directors

Effective Date: April 28, 2025

