



Occupational Health and Safety Policy

At Fibrek, we conduct our business in a manner that protects the health and safety of our employees and all individuals visiting our offices and facilities. To achieve this objective, we review and assess our occupational health and safety (OH&S) objectives regularly and we promote a close cooperation between management and employees.

This commitment is based upon one of the core values of the company: social responsibility.

We are therefore committed to:

- Making occupational safety and health an absolute priority that must be supported by each and everyone, individually as well as collectively.
- Integrating all OH&S features to all our management activities as well as in our daily operations.
- Observing OH&S rules and regulations and apply them thoroughly and diligently.
- Identifying and assessing all potential risks of injury and implement appropriate measures so as to eliminate or at least minimize such risks.
- Promoting and developing our employees' awareness, leadership and responsibility regarding occupational safety and health through their active participation in our prevention programs as well as in our various continuous improvement processes.
- Stimulating employees' ideas, talents and energy in pursuing occupational safety and health excellence in our business processes.
- Conducting on a regular basis third-party OH&S audits to ensure the efficiency, compliance, observance and relevance of our management practices.
- Assessing and sharing with our employees our company's occupational health and safety performance, in accordance with established standards.

Our employees share and assume the responsibility of the successful implementation of this policy.

Pierre Gabriel Côté
President and CEO

August 2010

