Every worker,
home safe and healthy.
Message from the Chair, and President

It’s our 5th!

The annual report is always interesting to put together, it forces you to sit back and look at all that has been accomplished, but this edition is particularly special because the 2014/15 fiscal year marked our five-year anniversary. To celebrate, we have done a bit of reminiscing – a look back at five years of progress along our journey to bring every worker home safe and healthy.

Everyone at Workplace Safety North feels privileged to have been able to help make workplaces safer over the past five years. The result – together, you have lowered your collective lost-time injury rate per 100 FTE workers to 0.65, an improvement of 5.8% over 2013.

Sadly, there were four traumatic fatalities in our sectors. And although not a workplace fatality, in early 2015 the WSN family lost one of our own; Director of Mining Dwayne Plamondon died January 5. Dwayne's death is a painful reminder of the profound toll of losing a friend, family member, or colleague.

We would like to thank our management team for their focus and ability to grow and embrace change, our staff for their dedication and innovation, and the Board of Directors for their support, guidance and wisdom. Most of all, thank you to our clients for allowing us to be part of your work lives and achievements.

A very special thank you to our friend William (Bill) Shaver, founding WSN Board Chair. Although Bill stepped down as Chair, his five-plus years of visionary leadership and passion ensured Workplace Safety North and Ontario Mine Rescue are the best service organizations of their kind.

Looking back, we have come so far. Looking ahead, we have every reason to believe that the next five years will be even more transformative.

2010
Incorporated as Workplace Safety North
Vision of Every Worker, Home Safe and Healthy

2011
Bill 160
Checkpoint to Zero roundtables
Launch of Every Worker magazine

2012
Five-year Strategic Plan focused on making workplaces safer
New client-focused website
Workplace Excellence Awards Program

2013
96 percent client satisfaction rating
Host of International Mines Rescue Body Conference in Niagara Falls

2014
5th Anniversary
Mining Health, Safety and Prevention Review begins
Chair Dwight Harper takes over from inaugural Chair William (Bill) Shaver

Dwight Harper
Chair

Candys Ballanger-Michaud
President & CEO
Making Workplaces Safer

By the numbers

<table>
<thead>
<tr>
<th>Year</th>
<th>Lost-time Injury Rate</th>
<th>Total Injury Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>1.0</td>
<td>4.9</td>
</tr>
<tr>
<td>2011</td>
<td>1.1</td>
<td>5.0</td>
</tr>
<tr>
<td>2012</td>
<td>0.9</td>
<td>4.6</td>
</tr>
<tr>
<td>2013</td>
<td>0.7</td>
<td>4.2</td>
</tr>
<tr>
<td>2014</td>
<td>0.7</td>
<td>4.0</td>
</tr>
</tbody>
</table>

### 2014 FTE Workforce

<table>
<thead>
<tr>
<th>Sector</th>
<th>FTE Workforce</th>
<th>Injury Rate</th>
<th>Total Injury Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forestry</td>
<td>9,455</td>
<td>1.43</td>
<td>6.85</td>
</tr>
<tr>
<td>Paper, Printing and Converting</td>
<td>48,875</td>
<td>0.60</td>
<td>2.73</td>
</tr>
<tr>
<td>Mining, Other Steel</td>
<td>43,478</td>
<td>0.53</td>
<td>4.58</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>101,809</strong></td>
<td><strong>0.65</strong></td>
<td><strong>3.97</strong></td>
</tr>
</tbody>
</table>

### WSN Members - WSIB Allowed Lost-time Injuries 2010 - 2014

<table>
<thead>
<tr>
<th>Event</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact with objects and equipment</td>
<td>1346</td>
<td>31%</td>
</tr>
<tr>
<td>Falls</td>
<td>659</td>
<td>15%</td>
</tr>
<tr>
<td>Bodily reactions and exertions</td>
<td>1952</td>
<td>44%</td>
</tr>
<tr>
<td>Exposure to harmful substances or environments</td>
<td>206</td>
<td>5%</td>
</tr>
<tr>
<td>Transportation incidents</td>
<td>189</td>
<td>4%</td>
</tr>
<tr>
<td>Fires and explosions</td>
<td>23</td>
<td>1%</td>
</tr>
<tr>
<td>Assaults and violent acts</td>
<td>8</td>
<td>0%</td>
</tr>
<tr>
<td>Other events or exposures</td>
<td>13</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4396</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Source: WSIB, Enterprise Information Warehouse, as of March 31, 2015
### Body Part Groupings

<table>
<thead>
<tr>
<th>Body Part Groupings</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Head and Neck</td>
<td>370</td>
<td>8%</td>
</tr>
<tr>
<td>Shoulder</td>
<td>349</td>
<td>8%</td>
</tr>
<tr>
<td>Trunk, Chest, Abdomen</td>
<td>215</td>
<td>5%</td>
</tr>
<tr>
<td>Back and Spine</td>
<td>898</td>
<td>20%</td>
</tr>
<tr>
<td>Hips, Pelvis, Groin</td>
<td>151</td>
<td>3%</td>
</tr>
<tr>
<td>Arms, Elbows, Forearms</td>
<td>242</td>
<td>6%</td>
</tr>
<tr>
<td>Wrists, Hands, Fingers</td>
<td>927</td>
<td>21%</td>
</tr>
<tr>
<td>Legs, Knees, Ankles, Feet</td>
<td>857</td>
<td>19%</td>
</tr>
<tr>
<td>Multiple Parts</td>
<td>378</td>
<td>9%</td>
</tr>
<tr>
<td>Unknown</td>
<td>9</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>4396</td>
<td>100%</td>
</tr>
</tbody>
</table>

### Top 5 Event Type

<table>
<thead>
<tr>
<th>Event Type</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overexertion</td>
<td>783</td>
<td>18%</td>
</tr>
<tr>
<td>Struck by object</td>
<td>622</td>
<td>14%</td>
</tr>
<tr>
<td>Bodily reaction</td>
<td>517</td>
<td>12%</td>
</tr>
<tr>
<td>Caught in or compressed by equipment/object</td>
<td>450</td>
<td>10%</td>
</tr>
<tr>
<td>Fall on same level</td>
<td>419</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2791</td>
<td>63%</td>
</tr>
</tbody>
</table>

### Top 5 Nature of Injury

<table>
<thead>
<tr>
<th>Nature of Injury</th>
<th>#</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sprains, Strains, Tears</td>
<td>1671</td>
<td>38%</td>
</tr>
<tr>
<td>Fractures</td>
<td>536</td>
<td>12%</td>
</tr>
<tr>
<td>Bruises, Contusions</td>
<td>261</td>
<td>6%</td>
</tr>
<tr>
<td>Nonspecific injuries and disorders</td>
<td>258</td>
<td>6%</td>
</tr>
<tr>
<td>Cuts, lacerations</td>
<td>241</td>
<td>5%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2967</td>
<td>67%</td>
</tr>
</tbody>
</table>

Source: WSIB, Enterprise Information Warehouse, as of March 31, 2015

Note: Percentage may not add due to rounding
Making Workplaces Safer

Ontario’s forestry, paper, printing and converting sectors

The history of the forestry, pulp and paper industry in Ontario is older than the province itself.

Today, forestry health and safety training includes government-approved operator courses for highly specialized equipment used for conventional and mechanical harvesting, as well as training programs that assist mills in addressing sector-specific hazards.

For the printing, paper, and converting sectors, health and safety training focuses on legislated training for Joint Health and Safety Committees and site-specific training such as our Competent Supervisor course. Specific areas of concern are addressed with ergonomic leading practices, proper guarding and lockout procedures for machinery, and the importance of the internal responsibility system of workplace safety.

The Year’s Top 5

Northern Ontario Safety Group shared $2.1 million rebate

Training
New Joint Health and Safety Committee sector-specific training
New refresher training for approved Ontario forestry health and safety trainers
Updated tree planting web-based training

Pulp and Paper Safety Forum in Thunder Bay

Communications
Infographic series: Health and Safety Snapshots
Working safely with propane
Chainsaw training
Special Forestry Hazard Alert Bulletin: Beware the Danger Zone

WSN team tours Ontario wood pellet plant

WSN Health and Safety Specialists touring KD Quality Pellets located just north of New Liskeard, Ontario, also known as Temiskaming Shores.
WSN forestry, paper, printing and converting advisory committee

Marilyn Findlay (Chair)
Manager of Health and Safety
Domtar

Douglas Groff (Vice Chair)
Director of Health, Safety and Environment
The DATA Group of Companies

André Bouchard
Environment, Health & Safety Superintendent
Tembec Inc.

Ron Isaac
Health and Safety, and Environment Superintendent
Forest Resource Management Group
Tembec Inc.

Albert Koppelman
Director, Manager in Charge of School Planner
Operations, Health & Safety, Maintenance,
Purchasing & Inventory, Warehouse & Shipping
Maracle Press Limited

Mark Lovell
Manager Health, Safety and Environment
Jones Packaging

Edward (Ted) Priddle
Health & Safety Manager
Domtar Inc.

Claude Thibeault
Operations Manager
First Resource Management Group

Provincial Forestry Tripartite Committee

WSN participates in an industry-led Provincial Forestry Tripartite Committee, which plays an integral role in development of Ministry of Training, Colleges and Universities (MTCU) modular training programs for the forestry industry.
Making Workplaces Safer

Ontario’s mining sector

Rich mineral resources have given Ontario a global presence when it comes to mining expertise, including ongoing improvement of mining health and safety. Since 1930, Workplace Safety North and its legacy associations have provided occupational health and safety resources, training and consulting. Today, services also include auditing, certification services, assessment of legislative compliance, electrical-mechanical, ground control, industrial hygiene, and ventilation.

WSN industry advisory committees meet four times a year to provide leadership for future health and safety programs, products, and services. Five technical advisory committees – ground control, mine rescue, mining equipment, safety and loss control, and workplace environment – all help to identify, evaluate and prioritize health and safety issues.

WSN’s two-day 2014 Mining Health and Safety Conference took an in-depth look at technical aspects of mining health and safety, as well as leadership and health. Dr. Lou Francescutti, President of the Canadian Medical Association, was the event’s opening keynote. He spoke passionately on exercise, mental health, and diet and how all these items are necessary for a vision of zero harm.

WSN helped prepare clients for the year’s Ministry of Labour (MOL) inspection blitzes by co-hosting webinars with MOL representatives. The webinars provided WSN clients with an overview of the explosives, ground control and water management inspection blitzes.

WSN also contributed to the Chief Prevention Officer-led Mining Health, Safety and Prevention Review through facilitating and participating on the Review’s Working Groups and Advisory Group.

The Year’s Top 5

Sold-out Mining Health and Safety Conference
Mining Health, Safety and Prevention Review
Symposiums
Pedestrian/Vehicle Interaction
The Health of a Miner
Webinars – MOL Blitzes
Explosives
Ground Control
Water Management
TAC Guidelines & Recommendations
Selection of a Supervisor
Methodology for Evaluation of Heading Face Stability
Fire Prevention Design for Underground Purpose-Built Mobile Equipment

WSN Mining Health and Safety Conference held April 8 - 10, 2014.
WSN Mining Advisory Committee

David Church (Chair)
Mine Manager
K+S Windsor Salt Ltd., Ojibway Mine

Mike Huard
Mill Operator/President of USW Local 7580
Goldcorp Canada Inc., Porcupine Gold Mines

Dan Laing
Senior Project Engineer
DMC Mining Services

Jamie Mortson
Safety & Training Coordinator
Dumas Contracting Ltd.

Al Robb (Vice-Chair)
Unifor Representative
Compass Minerals, Goderich Mine

Dennis Sobey
Global Training Lead, Health and Safety Team
DMC Mining Services

Dave Stewart
F/T H&S Rep./Coordinator
Sudbury Integrated Nickel Operations, a Glencore Company

Peter van Alphen
VP Operations
Lake Shore Gold Corp.

Technical Advisory Committees

WSN Technical Advisory Committees (TACs) are made up of volunteers from the mining industry who meet four times a year to discuss industry issues and initiate the development of projects that advance the goal of zero injuries. TACs also help spearhead research partnerships with universities. Thank you to the many TAC members and their sponsoring organizations. Your contributions are critical to advancing health and safety related to ground control, mine rescue, mining equipment, safety and loss control, and the workplace environment.
Making Workplaces Safer

Ontario Mine Rescue

Provincial Competition

Mine rescue volunteers from Vale Canada Ltd.’s East Mines took top honours and the coveted gold hard hats in the 65th annual Ontario Mine Rescue Competition in Timmins June 5 and 6.

During the simulated emergency at Goldcorp’s Dome Mine, five member teams had to descend 150-feet down a raise using fall protection, extinguish a fire, provide first aid to two injured miners, rescuing one of them trapped under a large tire. During the simulation, a sixth member of the team was tested on the operation of a foam generator and lifting bags.

FIREFIGHTING AWARD
St. Andrew Goldfields Ltd.

TEAM FIRST AID AWARD
Vale East Mines

SPECIAL EQUIPMENT AWARD
Richmont Mines, Island Gold Mine and Mill

EQUIPMENT TECHNICIAN AWARD
1st Place: Denis Prevost, First Nickel Inc., Lockerby Mine
2nd Place: Denis Bilodeau, Barrick-Hemlo
3rd Place: Dan Rulli, CGC Inc., Hagersville Mine

OVERALL COMPETITION WINNERS
1st Place: Vale East Mines
2nd Place: Compass Minerals, Sifto Salt

OMR updated its toolbox of emergency extrication equipment by purchasing a set of Hurst eDraulic rescue equipment for each district.

The Year’s Top 5

Ted Hanley hired to become the next general manager of Ontario Mine Rescue

The Handbook of Training in Mine Rescue and Recovery Operations was revised and translated into Spanish

English and Spanish versions of the Handbook were reproduced as e-books

The OMR Heat Exposure Standard was introduced and became part of OMR’s operating procedures for mine rescue teams

Ontario Mine Rescue and Workplace Safety North committed to hosting the 10th International Mines Rescue Competition in August 2016
Workplace Excellence Award Winners

ACCO Brands Canada Inc.
Alex MacIntyre & Associates Ltd.
Aurico Gold Inc. Young-Davidson Mine
Cementation Canada Inc.
Domtar Inc., Dryden Mill
First Resource Management Group Inc.
Fleming’s Trucking and Logging Inc.
Goldcorp Red Lake Gold Mines
J.S. Redpath Limited
KGHM International
Kidd Operations, a Glencore Company
Kirkland Lake Gold Inc.
Lake Shore Gold Corp.
SCR Mining and Tunneling L.P.
Sudbury Integrated Nickel Operations, a Glencore Company
Technica Mining
Wallbridge Mining Company Limited
Wellington Wood Products Ltd.

President’s Award Winners

Forestry sector and Small firms (fewer than 50 full-time employees)
Fleming’s Trucking and Logging Inc.

Mining sector
Kidd Operations, a Glencore Company

Paper, Printing and Converting sector
ACCO Brands Canada Inc.
Making Workplaces Safer

Together we’re better

Although this annual report marks our 5th anniversary as Workplace Safety North, our history is actually much richer. WSN is built on over 300 years of combined health and safety expertise of our founding mining, forestry and pulp and paper health and safety associations.

Bringing three organizations together in 2010 was not easy, but today we can see how the strengths of our past shaped our current culture of collaboration and service excellence. Staff in every department have enhanced their talents and abilities, developed new skills and competencies, and expanded experiences and networks.

Staff Awards

SERVICE LOYALTY AWARD RECIPIENTS
5 yrs.  Candys Ballanger-Michaud, Gilles Boisvert, Mike Lemay
10 yrs.  Rick Banting, James Johnstone, Grant Saunders
15 yrs.  Dwayne Plamondon, Dawna Nighbor, Jerry Traer
25 yrs.  Thom Foster, Bruce Hall
30 yrs.  Charlie Burton

SERVICE EXCELLENCE AWARD RECIPIENTS
Roark Arnett
Brenda Gagnon
Mandy Perisinotto

We Value

Wellness: We live and breathe health and safety and we practice what we preach. We are committed to developing and sustaining a safe and healthy workplace and creating a positive work environment.

Clients: We recognize that a satisfied client is our future. We strive to anticipate, meet and exceed client needs and expectations every time.

People: WSN is founded on talented employees applying innovative solutions to advance our client's health and safety performance. Our people are our greatest strength and deserve to be inspired and empowered to be the best they can be.

Integrity: We are each personally accountable for the highest standards of behavior and professionalism in all aspects of our work. We consistently treat our clients and one another with respect.

Excellence: Our products and services are of quality and value. We deliver excellence, and strive for continuous improvement in all that we do.

Leadership: Leadership is demonstrated through our actions. We each lead through our passion, competence and creativity.

Teamwork: Nobody is as smart as everybody. We collaborate with staff, clients, stakeholders and partners to leverage the significant contributions that come from the diversity of individuals and ideas.

Prevention services and client care team.
WSN Board of Directors

Dwight Harper (Chair)
Glencore Sudbury Integrated Nickel Operations

John Benoit
Laurentian University

Gaetan Carrier
Tembec Inc.

Marshall Greensides
Norampac

Sandra Haddad
Haddad & Associates

Clyde Healey
Northern Multi-Sector

Lance McKillop
Resolute Forest Products

John O’Brien
JOB Training and Development

Bill Shaver (Past Chair)
DMC Mining Services

A special tribute to William (Bill) Shaver
Founding WSN Board Chair

Bill Shaver is the past Chair of Workplace Safety North. Bill is a Mining Engineer with over thirty years of experience at the Executive and Board level in various public mining and contracting businesses. He was Chair of the Mining and Aggregates Safety and Health Association from 2000 to 2010.

Thank you, Bill, for everything you have done to help bring every worker home safe and healthy.
Workplace Safety North believes illnesses and injuries can and must be prevented. An independent, not-for-profit organization, WSN is a leading provider of health and safety consulting and training services to mining, mine rescue, forestry, paper, printing and converting sectors, as well as northern Ontario businesses across all sectors.
Your prevention partner
690 McKeown Avenue,
North Bay ON, P1B 9P1

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