Expanding our reach

ANNUAL REPORT 2012
<table>
<thead>
<tr>
<th>Page</th>
<th>Section Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>4</td>
<td>Message from the Chair and Chief Executive Officer</td>
</tr>
<tr>
<td>5</td>
<td>Expanding our Reach</td>
</tr>
<tr>
<td>6</td>
<td>How Workers are Getting Hurt</td>
</tr>
<tr>
<td>7</td>
<td>Focused on What Matters to You</td>
</tr>
<tr>
<td>8</td>
<td>Expanding our Reach One Community at a Time</td>
</tr>
<tr>
<td>9</td>
<td>Expanding our Reach 450 Metres Underground</td>
</tr>
<tr>
<td>10</td>
<td>Making More and More Connections all the Time</td>
</tr>
<tr>
<td>11</td>
<td>Health and Safety Education - Anytime, Anywhere</td>
</tr>
<tr>
<td>12</td>
<td>Recognizing Workplace Excellence in Health and Safety</td>
</tr>
<tr>
<td>13</td>
<td>Volunteers Strengthen our Services</td>
</tr>
</tbody>
</table>
On behalf of the Board of Directors and staff of Workplace Safety North, we would like to congratulate our clients on continuous improvement efforts to make workplaces safer. Through the efforts of owners and workers, through the legislation and regulations of government, through the advances of technology, and through the efforts of our volunteers and staff, our industries have become progressively safer.

Together, our three sectors experienced a 0.77 lost-time injury rate per 100 FTE workers – a 20% improvement over 2011.

The theme of this year’s annual report is expanding our reach – through stakeholder involvement, through community and sector-specific service, through events, and through technology – we are doing different things in different ways to educate and inspire commitment to zero workplace injuries, illnesses, and fatalities. We continually look for ways to make health and safety accessible for all, bringing thousands of workers into a community that believes you are your brother and your sister’s keeper.

Looking back, together we have accomplished a great deal in 2012, but much remains to be done next year and beyond.

WSN concluded 2012 with the launch of a new five-year strategic plan for Workplace Safety North. At the heart of the plan is making workplaces safer, a simple but powerful aspiration. We look forward to working with you to bring every worker home safe and healthy, every day.

Our very special thanks to our staff for their superior contribution to the organization.

In Memoriam

Sadly, three member firms experienced traumatic fatalities in 2012. Workplace Safety North mourns the death of Trevor King, Michael McGlynn and Stephen Perry.
EXPANDING OUR REACH

Building Value

WSN continues to expand its capacity, to reach across the province and to meet the health and safety needs of Ontario’s workplaces.

In 2012/13 we focused on expanding our reach through significantly increasing our consultant-led community events and webinars, re-energizing our online presence with the launch of a new website, and broadening our training course portfolio to meet the diverse needs of our clients and industries.

North, South, East and West

Although our name is Workplace Safety North, we have staff located in over 20 cities across the province facilitating organizational improvement through auditing, consulting and training. We serve more than 3,800 workplaces and 100,000 workers, but we’re really just one large health and safety community, with one common goal – to see every worker home safe and healthy.

<table>
<thead>
<tr>
<th>Workforce</th>
<th>2012 Lost-Time Injury Rates (per 100 FTE workers)</th>
<th>2012 Total Medical Injury Rates (per 100 FTE workers)</th>
<th>Allowed Traumatic Fatal Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Forestry workers</td>
<td>1.66%</td>
<td>7.66%</td>
<td>1</td>
</tr>
<tr>
<td>Mining, steel, other smelting and refining workers</td>
<td>0.75%</td>
<td>5.69%</td>
<td>2</td>
</tr>
<tr>
<td>Paper, Printing and Converting workers</td>
<td>0.65%</td>
<td>2.91%</td>
<td>0</td>
</tr>
</tbody>
</table>

Source: WSIB as of April 30, 2013
HOW WORKERS ARE GETTING HURT

Incident Types

Within the industries that WSN serves the most common lost-time injuries that occur fall under the categories of ‘bodily reaction or exposure’, ‘contact with objects or equipment’ and ‘falls.’

The most common parts of the body injured when a lost-time incident occurs are the back and spine, followed closely by wrists, hands, and fingers.

Common Characteristics

Gender: Male
Age Group: 45-54
Nature of Injury: Sprain or strain
Event: Overexertion
Part of Body: Lower back

Source: WSIB as of April 30, 2013

Workplace Safety North Clients (Schedule 1)
Lost-time injuries 2008-2012 - Top 3 Incident Types

<table>
<thead>
<tr>
<th>Incident Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bodily Reaction or Exposure</td>
<td>47%</td>
</tr>
<tr>
<td>Contact with Objects or Equipment</td>
<td>27%</td>
</tr>
<tr>
<td>Falls</td>
<td>14%</td>
</tr>
</tbody>
</table>
Priority Hazards

In Ontario, a few critical high-risk hazards result in serious injuries with high costs and long durations. Along with occupational disease, the high priority hazards of motor vehicle incidents, slips/trips/falls, machinery, and musculoskeletal disorders, are responsible for the majority of lost-time injuries and fatalities. From January 1, 2012 to March 31, 2013, WSN delivered over 8,500 participant training days focused on mitigating the impact or eliminating these hazards.

Mine Rescue

Mine rescue preparedness is a priority to WSN. Ontario Mine Rescue delivered 8,500 participant training days - the most in Ontario Mine Rescue history.

Internal Responsibility System Awareness (IRS)

Because we believe that most injuries result from a failure of the workplace IRS, WSN continues to support stronger internal responsibility systems by educating supervisors (3,886 training days) and Joint Health and Safety Committees (1,920 training days) in their vital duties and responsibilities.

2012-13 Consultations

Total Consultations < 50 Employees
753

Total Consultations > 50 Employees
695

2012-13 Training

Total Participant Training Days
8,511

Total Participants Trained (All Courses)
7,363

Total Priority Hazard Training Days
7,457

Motor Vehicle Incidents
438 Days

Slips, Trips and Falls
136 Days

Guarding/Machinery/Lockout
152 Days

Musculoskeletal Disorders
168 Days

Occupational Disease
758 Days
EXPANDING OUR REACH ONE COMMUNITY AT A TIME

Safe Communities Incentive Program (SCIP)
Partnering with the Workplace Safety and Insurance Board (WSIB), WSN introduced the SCIP incentive program to small businesses across Ontario. Participants complete four training sessions and other program requirements to receive a one-time five percent rebate on their WSIB premiums.

Industry Events
The popularity of the WSN Mining Health and Safety Conference continues to grow with a sold-out crowd at the 2012 event.
Breakfast Briefings for the Paper, Printing and Converting industries were hosted in Vaughan and Ottawa. These free events prepared clients for upcoming MOL inspection blitzes and provided information on Pre-Start Health and Safety Reviews.

Safety Groups
In 2012, WSN launched the Northern Ontario Safety Group, operating under the Health and Safety Ontario (HSO) banner and supported by all four safety associations. With sector-specific Consultant-Trainer support we provided the opportunity for a multi-sector/community-based safety group in 10 communities across the north. The group’s rebate will be announced in October.
EXPANDING OUR REACH 450 METRES UNDERGROUND

Mine Rescue Competitions

Tops at last! After finishing second in the Ontario Mine Rescue competition for two years running, mine rescuers from Barrick-Hemlo finished first in 2012.

Mine rescuers from Barrick-Hemlo earned the gold hard hats as the overall winners of the 62nd annual Ontario Mine Rescue competition in Sudbury, June 8 and 9, 2012. The Barrick-Hemlo team competed against six other district champions in a simulated emergency over two exciting days at Vale’s Copper Cliff Mine South Site.

Competing teams had to extinguish a fire, find missing miners – including rescuing one being crushed by a rolling garage door and another overcome by smoke – and treat their injuries. These rescues were conducted “under oxygen” (using self-contained rebreathing apparatuses) underground. The teams also used a rope apparatus to rescue a welder from the basket of an elevated crane.

DISTRICT WINNERS

Southern District
Canadian Salt Company Ltd.

Red Lake District
Goldcorp Canada Ltd.
Musselwhite Mine

Thunder Bay/Algoma District
Barrick Gold Corporation
Hemlo Mines

Kirkland Lake District
Kirkland Lake Gold Inc.

Timmins District
Goldcorp Canada Ltd.
Porcupine Gold Mines

Sudbury District
Vale, East Mines

Onaping District
KGHM International

PROVINCIAL CHAMPIONS
Barrick Gold Corporation
Hemlo Mines
New Website
Workplace Safety North expanded its web presence with the launch of a new website in December 2012. The new site integrates many of WSN’s smaller sites and offers new services including a fully-functional e-store, hundreds of free resources, a hazard alert blog and a regularly updated news page. The success of the new site is evident by the increase in unique visitors and the dramatic increase in the number of page views.

Getting Social
Workplace Safety North has embraced new tools and social media for both marketing and communication with a dedicated presence on Twitter and YouTube. This social media presence allows us to make meaningful connections with anyone interested in health and safety, even when they are not at work. Connect with us on LinkedIn, Twitter and YouTube.
Online Training and Webinars
We increased our training and education opportunities online and offline. Webinars drew 309 participants, while over 528 participated in WSN online training programs.

New Mandatory Training
As Ontario health and safety legislation evolves, so do our offerings. WSN played a lead role in developing mandatory training for workers and supervisors, ensuring we are well positioned to help clients meet and exceed legislative compliance.

Competent Supervisor Training
Supervisors have very specific health and safety responsibilities. This new program from WSN explains what is expected of supervisors and provides a basis for effectively meeting those responsibilities and today’s leadership challenges.

Leadership Training
In 2011 WSN hosted a mining industry roundtable where we heard loud and clear that leadership, mentoring, and coaching skills would enhance the health and safety of workers. WSN responded with “The Science of Great Leadership: Building a Safe, Profitable Workplace”, which sold out when it debuted in March.

BILL 160
Bill 160 will make OHS training mandatory in 2014

Supervisors have direct responsibility for workplace safety

Course provided usable, working knowledge of leadership

Rated the course as excellent/very good

8 Webinars Offered
11 Online Courses Offered

84%

100%
Awards Program Launch

In 2013, WSN launched an innovative Workplace Excellence Awards program based on leading health and safety indicators. The WE Awards allow companies to evaluate their health and safety programs by completing WSN’s self-assessment. In the first quarter of 2013, 20 companies qualified to receive a recognition plaque. In the fall of 2013, President’s Awards will be handed out to the top performer in each participating sector.

Safe Workplace Ontario (SWO) Certifications

This year, 79 companies were certified or recertified in SWO certifications, with 11 new forestry companies joining in 2012. Being SWO-certified means meeting specific health and safety standards and having the essentials to implement and maintain an effective health and safety program. Thank you to the following licensees that help make Ontario forests safer.

- Resolute Forest Products, Thunder Bay and Fort Frances
- Domtar, Dryden
- Abitibi River Forest Management Inc.
- Timiskaming Forest Alliance Inc.
- Miisun, Kenora

2012 WE Award Winners

Alex MacIntyre & Associates
AuRico Gold Young - Davidson Mine
Barrick Williams Mine
Black Hawk Drilling Ltd.
Boart Longyear
Cementation Canada Inc.
DMC Mining Services
Domtar, Dryden Mill
Goldcorp Red Lake Gold Mines
Imerys Talc Canada Inc.
J.S. Redpath Ltd.
Kidd Operations: A Glencore Company
Kirkland Lake Gold Inc.
Kruger Inc. Brampton Division
SCR Mines Technology Inc.
Sudbury Integrated Nickel Operations: A Glencore Company
Technica Mining
Tembec - Kapuskasing Operations
The Central Group
Tonolli Canada Ltd.

2012 President’s Award Winners

Mining – Kidd Operations: A Glencore Company
Paper, Printing, Converting – Kruger Inc. Brampton Division
Board of Directors

Bill Shaver (Chair), DMC Mining Services, Richmond Hill
John Benoit, Laurentian University, Sudbury
Gaetan Carrier, Tembec Inc., Hearst
Marshall Greensides, Norampac, Mississauga
Dwight Harper, Xstrata Nickel, Sudbury
Clyde Healey, Northern Multi-Sector, Sault Ste. Marie
Lance McKillop, Resolute Forest Products, Thunder Bay
John O’Brien, Job Training and Development, Thunder Bay
Denis Sauvé, Tembec Inc., Temiscaming

Completed Terms in 2012/13:

Sandra Haddad, Haddad and Associates, Sudbury
John Bagacki, Rainy Lake Tribal Contracting, Fort Frances
Terry Bochko, Resolute Forest Products, Thunder Bay

Forestry, Paper, Printing and Converting Advisory Committee

Marilyn Findlay, Chair - Domtar, Dryden
Michael Chafe, Vice Chair - Norampac – OCD, Mississauga
André Bouchard, Tembec, Cochrane
Douglas Groff, DATA Group Limited, Brampton
Jim Kennedy, Panolam Industries Limited, Huntsville
Albert Koppelman, Maracle Press Limited, Oshawa
Edward (Ted) Priddle, Domtar, Espanola
Scott Russell, Wolverine Forest Products, Thunder Bay
Claude Thibeault, First Resource Management Group, Englehart

Completed Terms in 2012/13:

Eddie Heideman, Heideman Forest Services, Eganville
Jack Phillips, Commonwealth Plywood, Pembroke
Denis Sauvè, Tembec, Temiscaming
Jared Titchner, RockTenn CP LLC, Milton

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.

Mining Advisory Committee

David Church (Chair), The Canadian Salt Company, Windsor
Al Robb (Vice-Chair), Sifto Canada Inc., Goderich
Mike Huard, Porcupine Gold Mines, South Porcupine
Dan Laing, First Nickel Inc., Chelmsford
Jamie Mortson, Lake Shore Gold Corp., Timmins
Dave Stewart, Xstrata Nickel - Nickel Rim South Mine, Garson
Peter Van Alphen, DMC Mining Services, Richmond Hill
Dr. Leon Genesove (Resource), Ministry of Labour, Toronto

Completed Terms in 2012/13:

Brian Hagan, Lake Shore Gold Corp., Toronto
Nancy Hutchison, United Steelworkers, Toronto
Roy Slack, Cementation Canada Inc., North Bay

Technical Advisory Committees

WSN Technical Advisory Committees (TACs) are made up of volunteers from the mining industry that 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.
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 will be of quality and value. We will 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 will collaborate with staff, clients, stakeholders and partners to leverage the significant contributions that come from the diversity of individuals and ideas.
We believe
We believe illnesses and injuries can and must be prevented. Belief in prevention drives action and commitment to change.

Our vision
Every worker, home safe and healthy.

Our mission
We are a force for positive action - anticipating and responding to the greatest needs of our clients, and bringing together our partners, members, and diverse communities to build safer, healthier, stronger workplaces.

Click here to download 2012/13 Financials or view online