



Pinnacle Renewable Energy

Connected by Purpose. Powered by People.



INJURY MANAGEMENT POLICY

We are committed to providing a safe and healthy work environment. If an employee suffers an injury or illness; our goal is to express our empathy and care for that team member by working to reduce the impact of the injury. Whenever possible, we will provide alternate work tasks that allow the worker to safely stay at work, or return to productive work as quickly as possible.

Senior management is responsible to provide the resources for workers to participate in our Injury Management Program. We are committed to working proactively with managers and supervisors; first aid attendants; medical professionals; therapists; and WorkSafeBC to provide the best possible outcome for injured workers.

Managers, superintendents and supervisors are responsible to communicate the value of the Injury Management Program to all employees at hiring, and on a regular basis. They are also responsible to establish and maintain communication with injured workers to facilitate their recovery throughout the process.

Employees are expected to participate in the Injury Management Program. When required, the approval of medical professionals and WorkSafeBC claims officers will be obtained before assigning modified work to an employee. The most important responsibility for workers is to promptly report any injury, pain, illness, or health concern to a qualified first aid attendant as well as to their supervisor before leaving the worksite or seeking medical attention.

Any personal information collected as a result of the Injury Management process will be held in strict confidence, and released only as required by law, or with the approval of the employee involved.

Committed to and signed by the Management of the Company on January 2, 2018.

Steven Mueller, Director of Health & Safety

Scott Bax, Sr. VP Operations

Rob McCurdy, CEO

Leroy Reitsma, President & COO

OWNING SAFETY: EVERY DAY, EVERY TIME, EVERY WHERE