

MEMORANDUM

TO: All Staff

DATE: May 5, 2009

FROM: G. Mitchell, Director for Health and Safety

SUBJECT: Safety Manual, 2009 Edition

Attached you will find the 2009 edition of the PML Safety Manual.

With reference to the previous 2005 edition, a large proportion of this new edition remains essentially the same except for minor editorial changes. We have, however, added some new and significant subsections as well completely rewritten other sections.

All of the changes to our health and safety policy, that are now incorporated in this new edition, have however been instituted over the past four years, as required, by memorandum to the appropriate staff.

The significant changes are listed as follows

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| Subsection | 1.8 | - Radiation Awareness Training (new) |
| Subsection | 1.9 | - Responsibilities of Managers and Supervisors under OHSA (new) |
| Subsection | 5.1.4 | - Underground Clearances (major rewrite) |
| Subsection | 5.4.2 | - Auger Guards (new) |
| Subsection | 5.4.4 | - Overhead Hydro Lines and other Obstructions (important changes) |
| Subsection | 6.4.2 | - Hazards to Watch for in Pile Driving Inspection (add safe inspection distance from rigs) |
| Subsection | 10.3 | - Managers (minor change re. OHSA training requirements) |
| Subsection | 10.4 | - Supervisors (minor change re. OHSA training requirements) |
| Section | 12 | - Confined Spaces. (rewrite of section) |
| Section | 14 | - Early and Safe Return to Work and Modified Work Program Policy (rewrite and expansion of section) |
| Appendix | D | - Addition of safe operating procedures D.21, D.22 and D.23 |
| Appendix | E | - All forms and procedures have been updated to current editions in use |

As a condition of your employment, you are expected to review your new manual and be familiar with all sections that apply to you. Your supervisor will advise you of the sections you must review. We recommend however, that you familiarize yourself with the entire manual.

We are currently upgrading our health and safety test, that is based on the Safety Manual, and are including new questions to reflect the latest revisions. New tests will be available in the near future.