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# SAFETY PROGRAM SUMMARY 2021

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# STRATEGY: FOCUS ON GROWING A CULTURE OF CARE

Demonstrating the Right Behaviors and Actions That Grow Our Culture



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## CONTRACTOR SAFETY PROGRAM

The **Contractor Safety Program** is a comprehensive policy that requires all contractors, at the minimum, to abide by the safety requirements put in place by Nutrien™. All contractors and sub-contractors must sign a **Contractor Safety Acknowledgment** form prior to performing any work on site.

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## RETAIL DRIVING AND VEHICLE POLICY

The **Nutrien Retail Driving and Vehicle Policy** provides management and individual responsibilities for drivers and vehicles. The policy provides requirements for the number of violations and infractions an employee can have before their Nutrien driving privileges are revoked. All employees must sign an acknowledgment form to ensure the driving policy is understood and agreed upon.

### ADDITIONALLY:

- Employees must complete a Defensive Driving course every three years.
- Vehicles are equipped with a monitoring system to collect safety data and self-assessments. The vehicle tracker monitors seat belt use, speed, hard braking and acceleration.
- Phone calls are discouraged while driving. At the minimum, employees must be using a hands-free device if speaking on the phone.
- Texting while driving is prohibited.

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## DEPARTMENT OF TRANSPORTATION (DOT) DRIVER PROGRAM

Nutrien's **DOT Driver Program** includes several components. Nutrien has a **Drug and Alcohol Policy** with a zero tolerance for drugs and a .02 tolerance for alcohol. There are also rules and protocols for being tested randomly, reasonable suspicion testing and pre-employment screening.

Nutrien also has requirements for daily vehicle inspections and maintaining our DOT fleet. We require all employees who drive a vehicle or vehicle/trailer combo with a GVWR greater than 10,000 pounds to have a DOT driver file and medical card. All employees must have the appropriate vehicle license and driver endorsements before driving a company vehicle.

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## ENERGY ISOLATION PROGRAM

Nutrien requires all employees to be trained annually and adhere to **Nutrien's Energy Isolation Program**. This program uses the proper procedures to isolate all energy sources with appropriate Lockout/Tagout devices prior to any servicing or maintenance activities on machines/equipment. All energy sources are isolated and secured by a competent person to prevent workers from exposure to energy releases.

Workers are required to perform a hazard assessment, wear appropriate personal protective equipment (PPE), and follow all site-specific regulatory requirements before the work begins and re-evaluate if conditions change.

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## MOBILE EQUIPMENT PROXIMITY GLOBAL STANDARD

The **Nutrien Global Standard: Mobile Equipment Proximity** communicates the minimum requirements for working in proximity to mobile equipment. This standard applies to any mobile equipment owned or operated by Nutrien, or that is operated on behalf of Nutrien. An assessment at the locations where mobile equipment operates and could potentially impact workers is completed with appropriate controls identified and implemented.

Processes are in place to ensure adequate hazard control and mitigation when working in proximity to mobile equipment. All employees who work in proximity to mobile equipment are trained to meet the site and/or business-specific Mobile Equipment Proximity standards and procedures. Additionally, employees are tested for comprehension and application of the Mobile Equipment Proximity standards and procedures.

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## WALKING / WORKING / SURFACES

Nutrien employees are required to be trained annually on the company's requirements for identifying and controlling slip, trip and fall hazards. A hierarchy of engineering, administrative and PPE controls are used to eliminate these hazards and reduce the risk through safety prevention. The program is developed to comply with both OSHA standards and company policies. The program provides any employee or contractor with the authority to stop any unsafe work conditions at any time if deemed necessary.

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## HAZARD RECOGNITION / FREQUENT & STRUCTURED PAUSE PROGRAMS

We use the **Haz-Check Safety Pause** to determine if the task can be performed safely. All employees must take the time to routinely check their surroundings for new hazards or previously unidentified hazards. Employees must ask themselves and each other questions to determine whether the task can be completed safely. *A high-hazard task as defined in the Hazard Recognition Program requires a Job Safety Analysis (JSA) to be performed and training provided prior to the task.*

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## SAFETY MEETING POLICY

Nutrien employees are required to actively participate on site in hands-on monthly safety meetings/training sessions and weekly tailgate sessions, including sharing important safety moments. Safety meetings are facilitated by the facility safety coordinator and managed by the Safety, Health and Environment (SH&E) manager. Monthly trainings are documented, and certificates are submitted and filed. Each monthly on-site training is conducted to reduce the risk of injuries and illnesses at locations. The following monthly trainings listed below must be provided to employees upon initial job assignment:

- Anhydrous Ammonia
- Bloodborne Pathogens
- Confined Space
- Electrical Safety
- Fire Extinguisher
- FMCSR & YOU

- Forklift Safety
- Hazard Communication
- Hazardous Materials
- Hearing Conservation
- Lockout/Tagout
- Oxygen & Acetylene Safety

Retraining is provided at the specified monthly interval or when a new hazard is introduced into the workplace.

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## PERSONAL PROTECTIVE EQUIPMENT PROGRAM

The **Personal Protective Equipment Program** is designed to protect all Nutrien employees from safety and health hazards and to prevent injury from the incorrect use or malfunction of PPE.

Nutrien employees are trained annually and prior to their first job assignment on company procedures for assessing PPE needs, providing PPE and instruction on correct PPE usage. Each person (employee, contractor, grower, visitor, etc.) is required to wear a minimum level of PPE while working outside of office areas. A Hazard Assessment Survey is performed for each operation/activity, including off-site activities to determine if hazards requiring PPE are likely to be present.

### **General Branch Field Services Work-Required PPE Includes but not Limited to:**

- Shirt with sleeves and long pants, overalls or coveralls
- Leather work boots
- Work gloves rated for the task at hand
- Safety glasses rated ANSI Z87.1
- Hi-Vis ANSI/ISEA 107 Class 2 Apparel

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## NUTRIEN U.S. RETAIL DRUG AND ALCOHOL POLICY

Nutrien Retail prohibits possessing, using, distributing or being under the influence of illegal drugs on and off the job. This includes improper use of prescription medications. The possession or use of alcohol while working or on company property is also prohibited. All employees must review the **Company Driving Policy** regarding disciplinary measures for operating company vehicles while under the influence of alcohol. The possession of open containers of alcohol in company vehicles is strictly prohibited.

Violation of this policy will result in disciplinary action by management up to and including termination of employment. Nutrien is committed to the safety of its employees, contractors, vendors, customers and visitors. To achieve these objectives, Nutrien is committed to a strong stand against **Firearms in Company Establishments**.

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## HAZARD IDENTIFICATION PROGRAM

The purpose of the **Hazard Identification Program** and reporting is to promote a safe and environmentally sound workplace, generated from a culture of respect and care for each other, through employee hazard recognition, immediate corrective action and hazard-identification reporting. All of which is intended to prevent injuries to employees, contractors and visitors. There are different methods a worker can report a Hazard ID; online through the incident reporting system or through completing the Hazard ID Card and submitting it to their supervisor. Two employees from each location are certified Ag Hazmat First Responder Tech/Incident Commanders.

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## INCIDENT NOTIFICATION STANDARD

This standard summarizes requirements for an incident notification. This notification process serves two primary functions: (1) provide additional support through activation of crisis management and (2) notify senior leadership of significant events in a timely manner. It applies to all Nutrien employees, contractors and third parties. Employees also have the ability to report unsafe work conditions or compliance issues.

### **Additional Safety Measures:**

- All employees have the right and ability to stop work if safety is in jeopardy.
- All employees benefit from an early morning SH&E Daily Safety Update email. Employees are encouraged to contribute to this daily messaging, creating important peer engagement.
- Each location has a customized Handi-plan to be used in emergency situations.
- Two employees at each location are trained and certified in CPR and first aid.
- Employees all have a customized information card to carry on their persons to use if there is an emergency.

# SUSTAINABILITY

Nutrien is committed to an overall reduction of our environmental footprint by creating and implementing stewardship systems across our sites, operations and communities.

We work with stakeholders to make a meaningful and positive contribution. We provide input to the government and work within our industry to help manage the environmental footprint of fertilizer.

## Our approach:

	Opportunities	Challenges	Looking Forward
<b>Climate Change</b>	Increase energy efficiency and reliability to reduce costs. Explore innovative technologies and methodologies.	Reduce our internal carbon footprint and do our part to meet global targets to benefit our industry and the planet.	Continue the development of Nutrien's climate strategy across our value chain (Scope 1, 2 and 3).
<b>Water</b>	Increase water use efficiency at facilities to reduce potential costs and impacts. Have a positive impact within each watershed where we operate.	Align legacy reporting systems. Understand our water impacts and minimize plant water effluents.	Explore innovative solutions to reduce water quality and quantity impacts.
<b>Environmental Incidents</b>	Continuously reduce environmental incidents and maximize production.	Continue to track leading indicators of systemic problems with process reliability and process safety.	Investigate new technology and solutions to increase efficiencies and reduce impacts.
<b>Waste</b>	Share our innovative solutions for phosphogypsum stack reclamation.	Develop alternatives to reduce or reuse mining waste without limiting production.	Investigate increased recycling and reuse of mining waste, plus the ability to economically capture byproducts.





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