



CORPORATE POLICY ON WORKPLACE HEALTH, SAFETY, AND WELLNESS

A. Lassonde Inc. considers the health, safety, and wellness of all its employees to be of the greatest importance. In this respect, we have a responsibility to protect and maintain the health, safety, and wellness of our employees as well as the health, safety, and wellness of local communities and of our customers. We confirm this commitment by adopting and distributing a policy for workplace health, safety, and wellness (WHSW).

We believe that health, safety, and wellness are an integral part of a company's management functions, and that they are compatible with all other functions.

Accordingly, A. Lassonde Inc. is a company engaged in a continuous improvement process of organizational practices favourable to health, safety, and wellness, as well as respectful of the environment. WHSW policies and practices are the responsibility of supervisors with the active support of senior management. Our commitments in this respect are as follows:

- To establish corporate directives and programs based on legal provisions and targeting a work environment for our activities that is safe, environmentally friendly, and conducive to health and wellness;
- To ensure the development and implementation in groups and divisions of policies and methods in line with corporate guidelines for health, safety, wellness, and the environment;
- To evaluate, on a regular basis, our results with regard to health, organizational practices that promote health, safety, wellness, and the environment, using internal guidelines and methods as well as external regulations;
- To offer all co-workers and sub-contractors a stimulating, respectful, and safe work environment that supports a healthy lifestyle;
- To assign the responsibility for implementing this policy to all managers in their specific work environments for the co-workers and sub-contractors under their responsibility;
- To provide managers with the requisite training so that they can fully assume the responsibility of applying this policy in their specific work environment for all co-workers and sub-contractors under their responsibility.

A. Lassonde Inc. plans to develop a corporate culture that encourages personnel to commit to a personal responsibility for WHSW based on the following points:

- That all personnel have clearly established WSHW responsibilities and objectives in accordance with the policy involved;
- That there is positive recognition for those who demonstrate responsibility in WHSW matters;
- That management actively show their commitment to the policy and to the commitments of A. Lassonde Inc. in this matter;
- That WHSW performance is actively monitored by means of all available data;
- That personnel is involved in the identification of needs related to WHSW.

In order to fulfill these commitments, we provide the requisite training and resources to ensure that management, in their area of responsibility, fully understand WHSW results. Managers' responsibilities will be confirmed in terms of attainment of results; which are to prevent accidents and to maintain the health, safety, and wellness of those under their supervision.

With regard to business philosophy and practices, we expect all sub-contractors who work at our premises to be responsible for the same level of health, safety, and wellness as we expect of our employees. All contracts will include provisions to guarantee this result.

We will conduct regular audits of our activity sites to evaluate compliance with our health, safety, and wellness provisions.

Members of the Workplace Health, Safety, and Wellness Committee at our activity sites are responsible, among other responsibilities, for working with management in the attainment of health, safety, and wellness objectives. The WHSW Committee will provide the people in charge with analyses, and they will help to develop and implement effective health, safety, and wellness programs.

We are committed to offering our personnel health, safety, and wellness in the workplace, and to providing them with the resources they need in our WHSW programs. We are committed to complying with the Act respecting occupational health and safety and the Regulation respecting information on controlled products; the Act respecting labour standards; the Canadian Human Rights Act; the Tobacco Act; the Environment Quality Act, and any other law or regulation related to these various laws applicable to our establishments.

We consider the deployment of these programs as an investment in our most precious resource: our employees.



Date: 21 mai 2009

Jean Gattuso
President and Chief Executive Officer
A. Lassonde Inc., and

Chief Operating Officer
Lassonde Industries Inc.

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