





70TH ANNIVERSARY

NORTHWEST TANK LINES INC.

# 2025 Q2 Safety Meeting

# Agenda

- 70th Anniversary
- Feedback
- Major Incidents Review
- Safety Statistics
- On-Duty Loading & Unloading
- COR - Joint Health & Safety Committee
- COR - Inspections
- COR - Orientation & Training
- COR - Emergency Response
- Questions

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# Feedback

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- **Hoodies on customer facilities**
  - Everybody needs to understand that hoodies are not allowed on customer sites



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# Major Incidents Review

# 2025 Major Incident Review

## No More Incidents.

Let’s talk safety — seriously.



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# Why We're Here

- **We must prevent another major incident**

- Everyone plays a role

- Every day. Every shift




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# A Tough Start



- **10 major incidents**
- **$800,000+** in total cost
- Rollovers, major accidents, mechanical fires, and a major spill
- **Some preventable.** Some not**. All serious**

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# Common Themes

**What keeps happening?**

- Speeding
- Drivers fatigued or distracted
- Missed hazards (weather, road)
- Procedures skipped
- Equipment failures not caught

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# The Human Factor

- Fatigue = serious risk
- Stress and pressure cloud judgment
- Speed, shoulder awareness, distraction
- Stop if you’re not fit to drive



# The Environmental Factor




- Ice, rain, mud = no mercy
- Soft shoulders, steep grades
- Conditions change fast
- Adjust your driving or don’t go

# The Equipment Factor



- Tire blowouts → fires
- Valves and clamps → spills
- Chains ≠ safety if speed is wrong
- Pre-trip & mid-trip inspections: non-negotiable

# Self-Assess & Be Aware



- If something feels wrong: **Stop**
- If the procedure isn't right: **Stop**
- You will **never** be punished for stopping
- Self-check before you drive and **make sure you get home safely to your family**

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# Real Consequences

- **Terminations**
- Suspensions
- Bonus losses
- **Client trust at risk**




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# What We’re Doing

- SOP updates
- Fitness-for-duty reviews
- Hazard Reviews
- Route & Site Assessments
- Product handling updates
- Lockout protocols
- Provide further retaining
- Enhanced coaching & oversight
- And **lots** more




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# How You Can Help

- Be fit. Be alert. Be cautious
- Follow SOPs — no shortcuts
- Be aware and prepared for what *could* happen
- Speak up early. Coach your peers
- Report hazards
- Stop if something is wrong
- Think about **SAFETY** every day




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# Tell Us More

- Where can we help?
- What hazards can we correct?
- Use the 4 D's every day - and **tell us what you find**
  - Is it **dumb?**
  - Is it **dangerous?**
  - Is it **difficult?**
  - Is it **different?**



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# The Call To Action

**No More Incidents.**

Every day starts with a **choice**: Safety
or risk

Make the **right one** — for yourself,
your team, and your family



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# Safety Statistics

# Q1 Safety Statistics



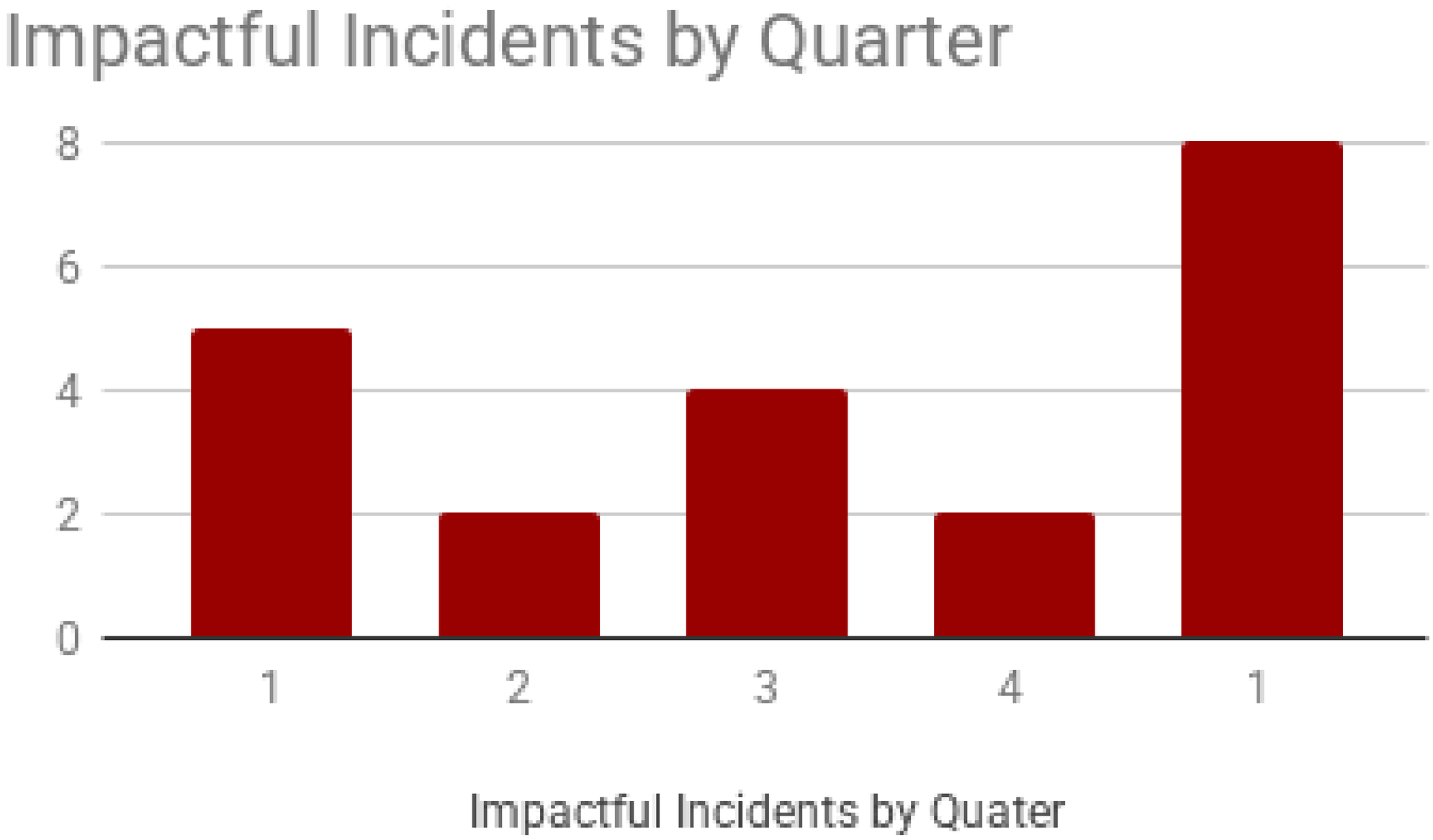
- 5 Vehicle Accidents
  - Single vehicle off-road ($43,000)
  - **ROLLOVER ($154,000)**
  - Single vehicle off-road
  - Jackknife w/ major damages ($167,000)
  - **ROLLOVER ($133,000)**

- ***Q2 - YTD***
  - ***ROLLOVER (~$100,000+)***

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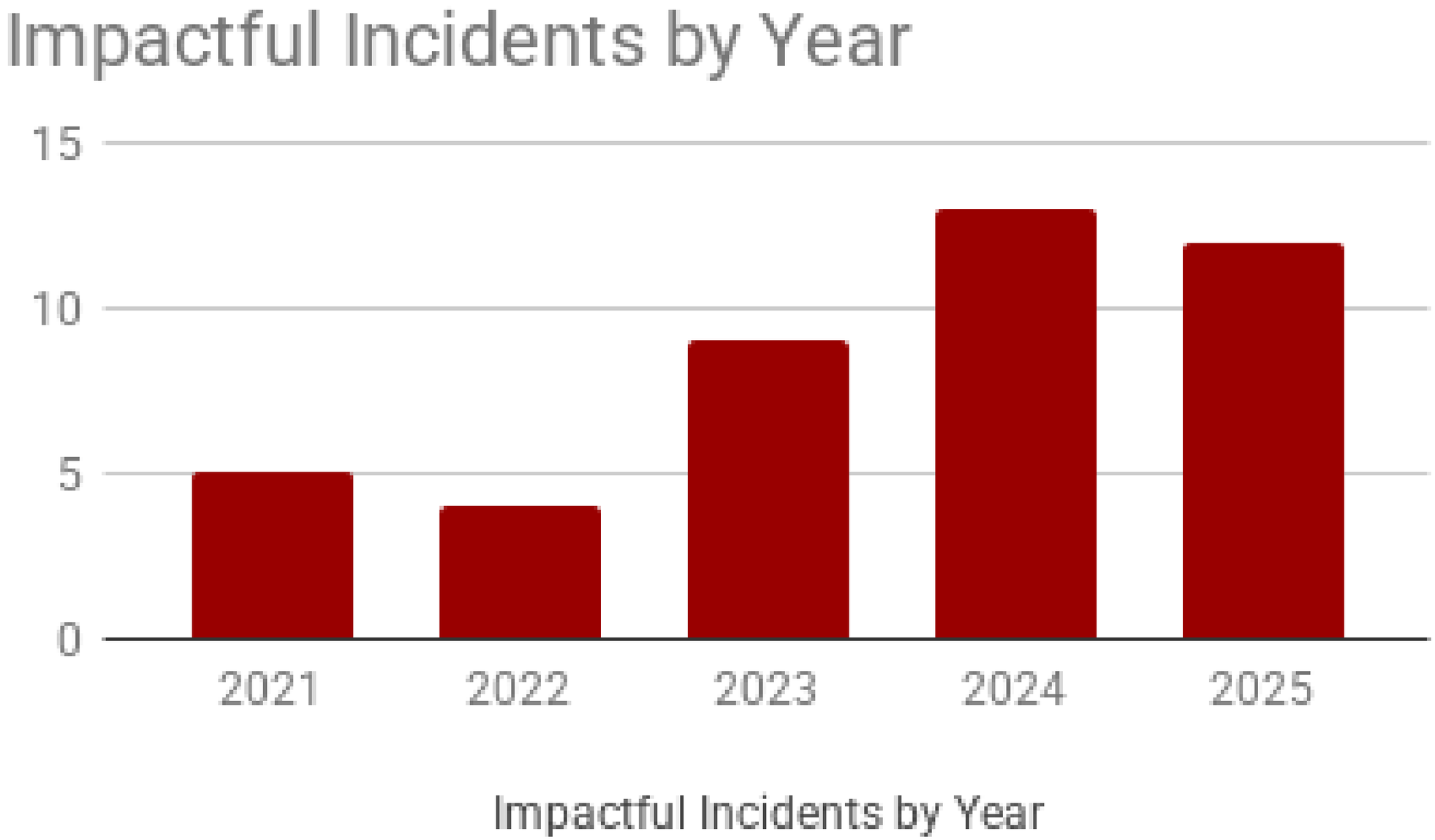
# Impactful Incidents




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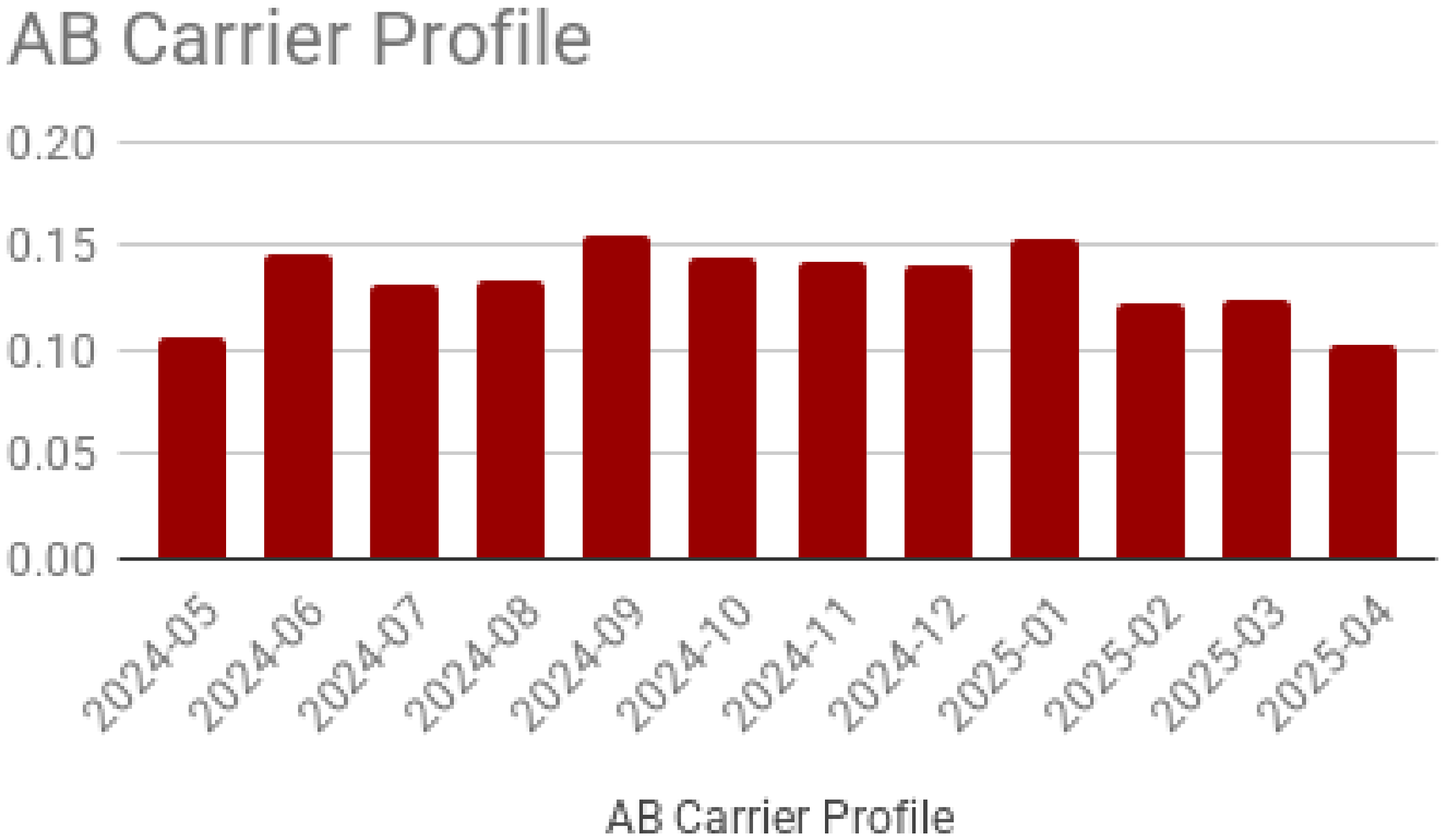
# Impactful Incidents




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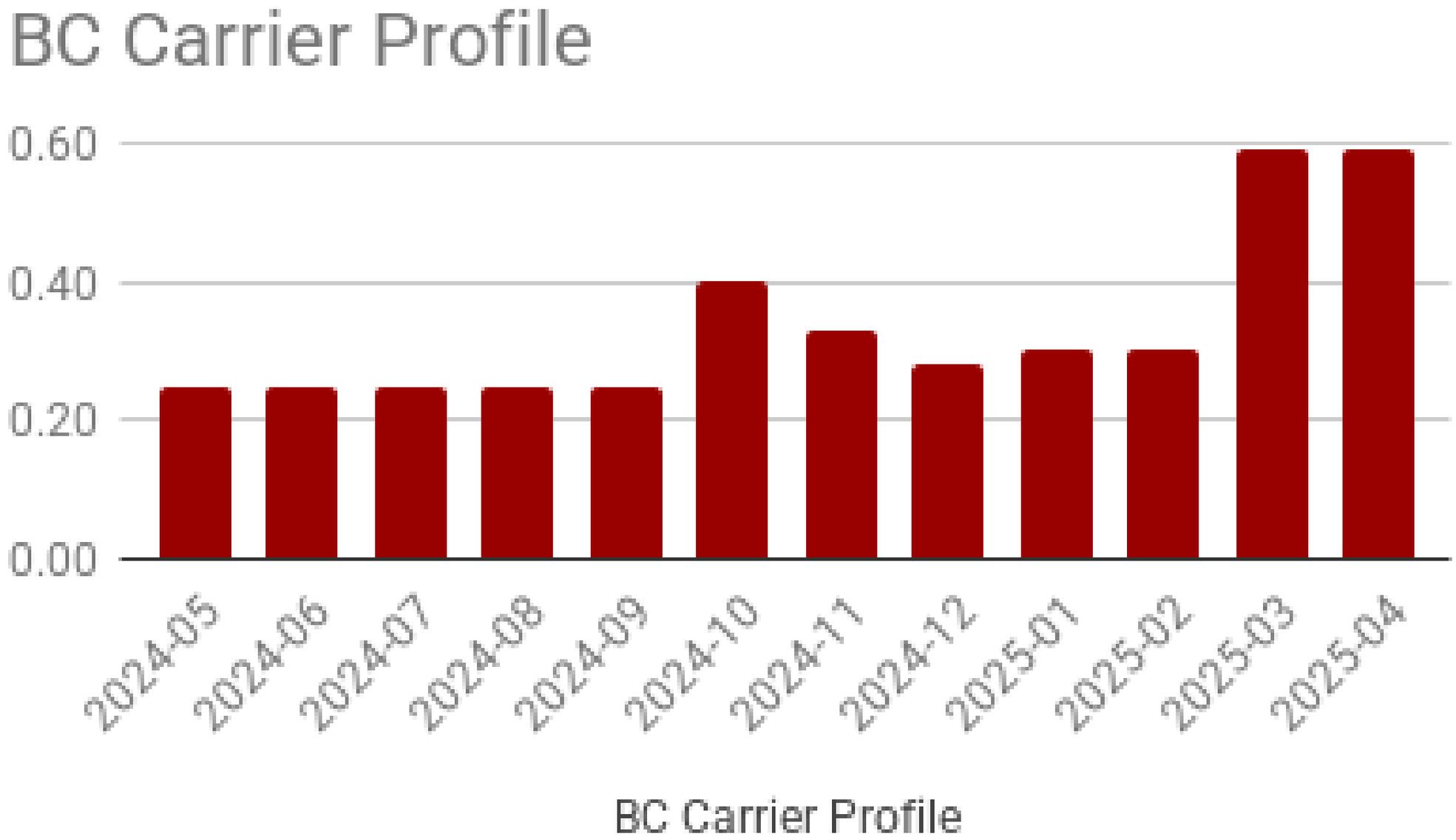
# AB Carrier Profile




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# BC Carrier Profile




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# On-Duty Loading/Unloading

# On-Duty Time - Defined

- **On-Duty Definition**: Includes all work-related activities, such as loading and unloading
- **Mandatory On-Duty Status**: Loading/unloading must be logged as on-duty, not driving
- **Daily On-Duty Limits**: Time spent on these activities counts toward the 14-hour on-duty limit
- **Safety and Compliance**: Proper logging ensures regulation compliance and reduces fatigue

# Failure to Comply

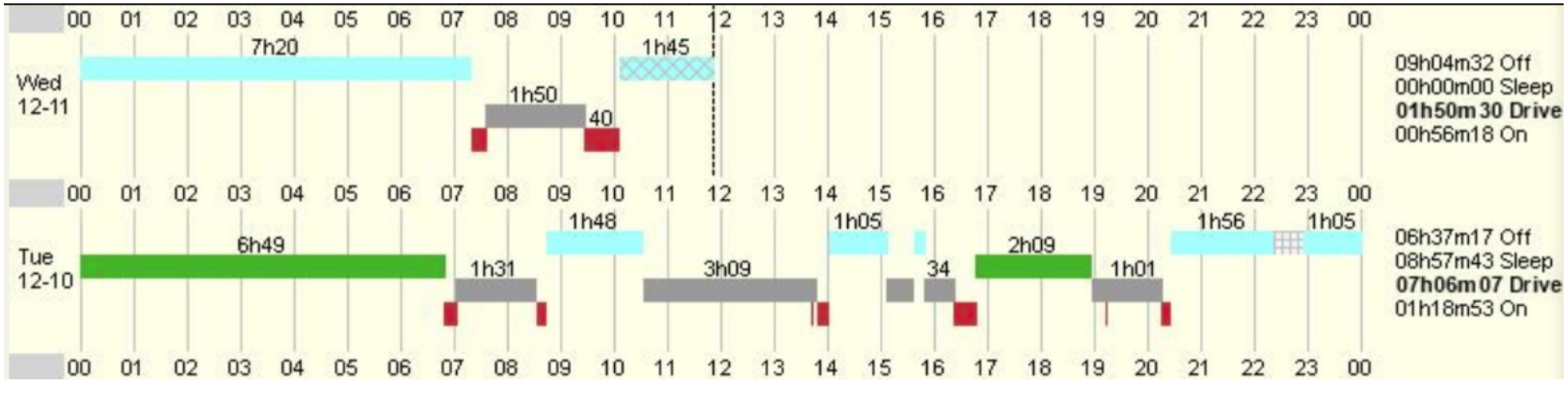



- **Alberta:** Fines for hours-of-service violations can reach up to $500,000 for a first offense, with additional daily penalties for ongoing violations

- **British Columbia:** Failing to comply with on-duty or off-duty hour limits may result in fines of $270 per violation, up to more than $500,000

- **Northwest**: Expectations are that you're running completely legal

# Satellite Tracked




- Duty Status is tracked along with position history
- Visibility over personal conveyance & off-duty time
- Odometer jump report included in the daily review

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# COR - Joint Health & Safety Committee

# JHSC Structure & Purpose

- **Defined Terms of Reference:** The JHSC operates under clearly outlined responsibilities and meets legislative requirements

- **Member Involvement:** Committee members are actively engaged in safety activities across the organization

- **Training:** All JHSC members receive required safety committee training to fulfill their roles effectively

# Workers Representation

- **Employee Input:** Workers are encouraged to report safety concerns or complaints to the committee

- **Recommendations to Management:** The JHSC makes formal safety recommendations to improve conditions

- **Regular Meetings:** Scheduled meetings ensure ongoing collaboration, with active follow-up on items raised




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# Communication & Accountability

- **Meeting Minutes:** Detailed records are taken, posted, and communicated to all employees

- **Continuous Improvement:** Feedback from employees is used to drive changes and enhance the safety culture

- **Transparent Process:** Everyone has access to outcomes and actions taken as a result of JHSC discussions

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# COR - Inspections

# Inspection Program




- **Formal Policy:** A clear procedure guides regular workplace inspections such as pre-trips, office, and yard reviews

- **Leadership Role:** Managers, supervisors, and employees are responsible for completing inspections

- **Inspection Tools:** Checklists and forms standardize inspections and help identify safety gaps

# Reporting & Resolution

- **Hazard Reporting:** Unsafe conditions or deficiencies are recorded during inspections
- **Timely Corrections:** Hazards are corrected promptly with follow-up actions tracked
- **Documentation:** All findings and actions taken are documented and reviewed

# Inspection Training

- **Inspector Training:** Staff receive training on how to conduct effective inspections

- **Awareness Building:** Training helps workers understand what to look for and why inspections matter

- **Safety Mindset:** Encourages proactive identification of issues before they lead to incidents

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# COR - Orientation & Training

# Onboarding

- **New Hire Orientation:** Every new employee receives safety orientation before starting work

- **Policy Overview:** Includes company safety policies, procedures, and employee rights

- **Hazard Awareness:** Covers general and job-specific hazards relevant to the workers duties

# Specialized Job Training

- **Required Certifications:** Includes TDG, WHMIS, Daily Vehicle Inspections, Weights & Dimensions, etc

- **Operational Safety:** Training on Loading/Unloading, Brake Adjustments, Emergency Response, Fatigue Management, etc

- **Use of Equipment:** Familiarization with tools like electronic logs and Qualcomm systems

# Ongoing Development

- **Tailgate & Safety Meetings:** Refresher training sessions held regularly to reinforce safety practices

- **Competency Checks:** Post-training driver evaluations and observations verify understanding

- **Continuous Learning:** Employees are supported with ongoing training for safety excellence




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# COR - Emergency Response

# Planning & Preparation




- **Written Plans:** Emergency response procedures are developed for identified risks
- **Legal Compliance:** Plans are reviewed to meet all regulatory requirements
- **Call Down Procedures:** Emergency contacts and procedures are clearly posted and updated

# Training & Tools

- **Emergency Drills:** Regular drills are conducted to ensure employees know how to respond
- **First Aid & Spill Kits:** Supplies are available and maintained according to regulations
- **Staff Training:** Employees receive instruction on roles and responses for various emergencies

# Evaluation & Improvement

- **Communication Systems:** Tools are in place to support emergency communication across teams
- **Corrective Action:** Any deficiencies found during drills or events are resolved quickly
- **Ongoing Review:** Emergency plans are evaluated regularly and updated as needed




# Questions ?