

## Health Policy

It is the policy of Imperial Oil and the ExxonMobil companies in Canada to:

- identify and evaluate health risks related to their operations that potentially affect their employees, contractors or the public
- implement programs and appropriate protective measures to control such risks, including appropriate monitoring of their potentially affected employees
- communicate in a reasonable manner to potentially affected individuals or organizations and the scientific community knowledge about health risks gained from their health programs and related studies
- determine at the time of employment and thereafter, as appropriate, the medical fitness of employees to do their work without undue risk to themselves or others
- provide or arrange for medical services necessary for the treatment of employee occupational illnesses or injuries and for the handling of medical emergencies
- comply with all applicable laws and regulations, and apply responsible standards where laws and regulations do not exist
- work with government agencies and others to develop responsible laws, regulations and standards based on sound science and consideration of risk
- conduct and support research to extend knowledge about the health effects of their operations
- undertake appropriate reviews and evaluations of their operations to measure progress and to foster compliance with this policy
- provide voluntary health promotion programs designed to enhance employees' well being, productivity and personal safety. These programs should supplement, but not interfere with, the responsibility of employees for their own health care and their relationships with personal physicians.

Information about employees obtained through the implementation of these programs should be considered confidential and should not be revealed to non-medical personnel except: at the request of the employee concerned, when required by law or when dictated by overriding public health considerations.