

| |
|-------------------|
| Tier 1 |
| ORC-1SY-530-D-02 |
| Revision Original |
| Page 1 of 3 |

Environmental Management System

System Documentation Training

Training Program Policy

The Obishikokaang Resource Corporation's Training Program Policy represents its commitment to the training and development of its workers, contractors and overlapping licensees. Its purpose is to ensure that staff members have the knowledge and skills required to perform their assignments and tasks. The policy is expressed in the rules and procedures, which govern the standard and scope of training for each worker contractors and overlapping licensees.

More specifically, this policy is intended to:

1. To provide a consistent means of determining a workers training needs with respect to the EMS
2. Ensure that workers acquire a basic understanding of the principles of environmental management to better understand how their job activities may impact the environment and, if required, to undergo additional job-specific training associated with their work-related activities

This policy supports the Obishikokaang Resource Corporation in meeting its responsibilities by addressing the specific training requirements for new and existing workers, contractors and overlapping licensees.

Procedures:

1. ORC, contractors and overlapping licensees shall identify the job requirements and training requirements of their workers and any new future new workers. Once the job requirements have been identified, outline the minimum requirements for training for the workers using the EMS training matrix ORC-1SY-530-D-03.
2. Schedule the training for the worker as identified in the training matrix; required training that has a low environmental impact associated with their work must have the training completed within 14 working days. High environmental impact associated with their work shall have the required training done before they start performing there job duties or working on the forest.
3. Document the training by using the ORC training signoff form ORC-3SD-810-F-01 or similar and identifying the completed environmental program training modules. All ORC training signoff forms must be forwarded to the ORC EMS Certification Coordinator for entry into the training database.
4. Overlapping License Holder (OLL) and Contractors will retain a training log for their employees which is updated whenever training occurs.

| |
|-------------------|
| Tier 1 |
| ORC-1SY-530-D-02 |
| Revision Original |
| Page 2 of 3 |

Environmental Management System

System Documentation Training

5. Overlapping License Holder (OLL) and Contractors are required to keep training records of any subcontractor they hire or of any supplier that they also may hire; Overlapping License Holder (OLL) and Contractors must supply these records annually and/or when requested.
6. Upon completion of training, competence may be determined by any of the following: successful completion of training, on-site supervision, regular monitoring and inspections as performed as part of SFI/EMS audits or other means as appropriate.

A Qualified Logging Professional (QLP) requires the appropriate EMS, WHIMIS, Worker Health and Safety Awareness, Mechanized Core, SFI Awareness and other legally required training

EMS Training module

EP1GA EMS General Awareness Training - ORC-4EP-810-T-01

EP2SR Species at Risk - ORC-4EP-810-T-02

EP3FC Forestry Camps - ORC-4EP-810-T-03

EP4DG TDG & Fuel Handling - ORC-4EP-810-T-04

EP5SA SFI Awareness - ORC 4EP-810-T-05

Environmental Management System

System Documentation Training



Revisions

| # | Purpose | Prepared by | Approved by | Date |
|-----|------------------|--------------------------------------|---|-------------------|
| N/A | Original version | Scott Russell, Safety Coordinator | Chantal Alkins, Certification Coordinator | March 14, 2017 |
| A | | | | |
| B | | | | |
| C | | | | |
| D | | | | |
| E | | | | |