Six years ago BC Ferries and the BCFMWU launched the SailSafe Program. With the ultimate goal of world class safety, and knowing that this was only achievable with the involvement of all employees, there has been a continual drive for safety culture change that we can all be proud of. Amongst the results that we should be pleased about are both the measurable - such as injury statistics, the progress of the SEA Training Program and the introduction of Operational Readiness Exercises and the intangible - such as employee engagement, communications and morale.

In 2007 there were 367 employees, more than one per day, injured seriously enough that they required time off work to recover. Sadly, some were so badly injured that they could never return to work. BC Ferries has reduced this rate by more than 50% and has also significantly reduced the severity of all injuries suffered on the job. No doubt this accomplishment is something that we can all be proud of. Looking ahead, there remains a great deal of room for improvement and we will only achieve the ultimate goal of SailSafe if we continue to apply the pressure of change and improvement in every corner of the company.

**Town Halls**

The 2013 Town Halls are well underway. Last year we scheduled about half of the SailSafe Ambassador Team and they each invited a guest from their worksites. This year the other half of the Ambassadors and their guests are helping make the 2013 Town Halls just as successful. Over nine weeks the 15 employee facilitators will usher approximately 440 employees through an interactive discussion on the SailSafe project, an overview of the company, how to use ALERTs, IARs and risk assessment to ensure that work is being performed safely and the day winds up with a general discussion about health and wellness.

**Health & Wellness**

As you might expect the Employee Safety Recognition Program, launched over the summer, was a success! The participation was excellent and the stories and pictures being sent in to sailsafe@bcferries.com are inspirational. Health and Wellness is vital to all of us for so many reasons and we were honoured to have been able to help each employee.

And watch for the next edition of the *Living Well* – your Health & Wellness newsletter coming soon. As always, past editions, along with a variety of relevant information and updates are available at www.sailsafe.com. On the H&W page of the SailSafe website you'll also find a great stretching guide produced by the employees of Sydney Terminal Maintenance. They have graciously offered to make it available to any BCF worksite for use.

**Review of Phase I and II action plans**

The review team, almost 40 employees from across the company, are completing their review of all Phase 1 and 2 action plans this fall and a wrap up will be posted to the SailSafe website in early 2014.
The Treasure Hunt
Back by popular demand, the SailSafe website Treasure Hunt will return during SailSafe month in March. Keep an eye out for more information and get ready for some great prizes!

As we reflect back on six years of SailSafe we would again like to thank all employees for their participation and continued support for safety culture change and improvement at BC Ferries. None of the progress that we have made so far would have been possible without the perseverance and diligence of our people.

With highest regards,

[Signatures]

Captain Jamie Marshall  Michael McNevin
SailSafe Phase III Co-Chair  SailSafe Phase III Co-Chair
Vice President, Fleet Operations  President, Ships Officers Component (SOC)
BC Ferries  BC Ferry & Marine Workers’ Union