

Through ongoing investments in education and training, and constant reinforcement of safety as our first priority, we have elevated our knowledge of, and compliance with, safe operating practices – in our shops, at customer locations and in our offices.

As a result, lost-time injuries declined 38% between 2010 and 2011, continuing a trend that began in 2008. While these results show progress, and are especially good in light of growth in activity levels and recruitment, they also illustrate that our journey toward an accident-free workplace must and will continue.

Understanding that hazard identification is the key to accident prevention, employees complete hazard assessment checklists before commencing jobs. We also work with customers at their sites. In 2011, Toromont CAT conducted a dozen field spot audits to ensure a safe work environment was maintained for our technicians, and participated in six customer workshops to share best practices. We also exchange best safety practices across our business units on a formal and ongoing basis, and post safety messages daily on our corporate intranet.

“Safety isn’t just a requirement on every job, it’s the right thing to do,” says Toromont CAT’s Health and Safety Specialist Maria Vomiero. “A safe environment is also crucial in helping us to create an environment where employees want to stay and prospective employees want to work.”

Employer of Choice

Workforce sustainability also involves investments in employee health and well-being. Health benefits, including a comprehensive drug plan (with up to 100% coverage), a growing number of wellness initiatives, and a new partnership with Cleveland Clinic Canada to give our employees access to specialists in the area of sports health, cardiology dermatology and gastroenterology, make Toromont a career destination, not a temporary port of call.

Employees also qualify to participate in our share ownership program, or ESOP. Almost half of our workforce is now part of the ESOP, taking advantage of an annual \$1,000 Company match to buy Toromont shares and own a stake in the long-term growth of our business.

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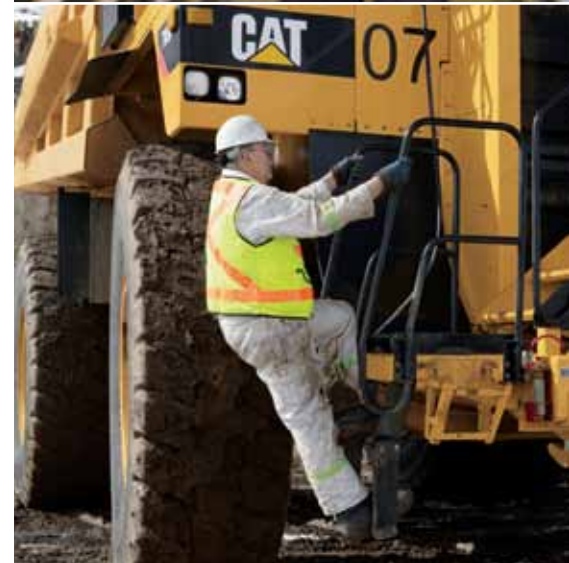
Northern Exposure Increases Workforce Diversity

As our business has expanded northward in Canada, we have taken action to promote career opportunities for Canada’s Aboriginal population, and recently joined the Aboriginal Human Resource Council, a national not-for-profit organization dedicated to achieving full labour market participation for Aboriginal Peoples. “Council membership increases Toromont’s profile with more native communities and helps us to identify effective recruitment strategies,” says Deborah Bugeja, Toromont CAT’s Talent Manager. “We look forward to tapping into the growing talent base in Aboriginal communities.”

In June 2011, we sponsored a road trip for a group of graduating high school students from Attawapiskat, Ontario. After the students toured our Sudbury branch and heard from Toromont CAT technicians Derek Montpellier and Gordon Starling Jr., we heard from Alex Storino, a guidance counsellor at Vezina Secondary School in Attawapiskat.

Based on these conversations, we awarded one of Vezina’s students, Kara Shisheesh, with a scholarship to attend Northern College in Timmins, Ontario. Kara is now enrolled in the heavy machinery certificate program and she plans to work at a Toromont CAT branch upon graduation, perhaps at one of our northern mine sites.

Over the past decade, we have presented over \$450,000 in scholarships



TOP: Toromont CAT’s Bobby Tagoona fills a part order at Meadowbank Mine in Baker Lake, Nunavut. Bobby is one of many young people in Canada’s north who are taking advantage of career opportunities at Toromont.

BOTTOM: When it comes to safety, little things mean a lot, such as wearing a reflective vest, a safety helmet and using the proper method of climbing on board. Toromont reinforces its safety-first culture at its own facilities and on customer sites, including at this mine.