



**MADE SAFE NL**

## 2025 Annual Report



## MESSAGE FROM THE CHAIR

Pat Whittle, Vice President – Marine, DF Barnes Ltd.

As Chair of Made Safe NL, I am pleased to present the 2025 Annual Report, highlighting a year defined by responsiveness, alignment, and strategic focus across Newfoundland and Labrador's manufacturing and processing sectors.

In 2025, Made Safe NL demonstrated its ability to adapt to evolving regulatory expectations and industry needs. Guided by input from WorkplaceNL and employers, the organization sharpened its focus on supporting PRIME compliance while continuing to build the tools and relationships required for long-term safety system maturity.

This year reflected a deliberate shift toward meeting employers where they were—prioritizing hands-on guidance, program alignment, and practical implementation support. Through strong governance, expanded training, and deep collaboration, Made Safe NL reinforced its role as a trusted partner within the provincial safety ecosystem.

On behalf of the Council, I thank our partners, stakeholders, and staff for their continued dedication. Your collective efforts are strengthening safety culture and supporting safer workplaces across the province.

Sincerely,

A handwritten signature in black ink, appearing to read "Pat Whittle".

Pat Whittle  
**Chair, Made Safe NL**  
Vice President – Marine, DF Barnes Ltd.



**MADE SAFE NL**  
Manufacturing & Processing  
Safety Sector Council



## MESSAGE FROM EXECUTIVE DIRECTOR

David Haire, Vice President – CME NL / Executive Director  
MadeSafeNL

2025 was a year of strategic adjustment and organizational maturity for Made Safe NL.

As employers prepared for updated occupational health and safety requirements, particularly those related to PRIME, it became clear that the greatest immediate value lay in focused compliance support, coaching, and alignment. In response to guidance from WorkplaceNL and direct feedback from industry, Made Safe NL intentionally re-prioritized its efforts to help employers meet PRIME Path I and II requirements.

This shift did not represent a departure from systems-based safety thinking. Rather, it reflected a practical sequencing of work—supporting immediate compliance needs while continuing to refine the tools and frameworks that will enable deeper diagnostic engagement over time.

Throughout the year, Made Safe NL strengthened its training portfolio, expanded its advisory role, enhanced collaboration with provincial and national partners, and grew the Consortium as a platform for shared learning and professional development. These efforts positioned the organization to support both near-term regulatory readiness and longer-term safety culture advancement.

We look forward to another successful year in 2026 and sincerely thank our partners for a fruitful 2025.

Warm regards,

**David Haire**  
Executive Director, Made Safe NL



## MADE SAFE NL – WHO WE ARE

The Manufacturing and Processing Safety Sector Council (Made Safe NL) is dedicated to improving occupational health and safety and early and safe return-to-work practices across Newfoundland and Labrador's manufacturing and processing sectors.

Through education, training, coaching, and collaboration, Made Safe NL supports employers and workers in building effective, sustainable safety systems. The organization's work is grounded in practical application, regulatory alignment, and continuous improvement.

Our vision is to be recognized as the leading safety organization for the manufacturing and processing industries in the province, demonstrating measurable improvements in health, safety, and return-to-work practices.

### OUR VISION

Made Safe NL will analyze, create, and deploy innovative health and safety system solutions for the sector that include diagnostic analysis, roadmaps/plans, awareness/education/training, audits/inspections, safety consortium and boots-on-the-ground improvements addressing corrective/preventive/continuous improvement actions.

### OUR MISSION

Made Safe NL enhances the safety culture within the manufacturing and processing industry by providing health and safety education, raising awareness, delivering professional safety training, offering return-to-work program advice, and engaging workers in advancing occupational health and safety. These efforts are aimed at creating safe and productive work environments.



**MADE SAFE NL**  
Manufacturing & Processing  
Safety Sector Council



## OUR PARTNERS

MadeSafeNL would not be possible if not for our valued partners, Council, Committees, WorkplaceNL, and Consortium members for their continued support and collaboration in improving workplace safety across the industry. Their contributions are essential to our shared efforts to enhance safety standards and create safer work environments across Newfoundland and Labrador.





# MADE SAFE NL - MANUFACTURING & PROCESSING SAFETY SECTOR

## COUNCIL MEMBERS

The Council is a cooperative group that brings together labour, employers, and industry representatives to advance safety in the sector. By uniting viewpoints from various industry stakeholders, the Council is a key part of shaping MadeSafeNL's direction.

### MadeSafeNL Advisory Council 2024

Committee Member	Organization
<b>Gary Williams</b>	Browning Harvey
<b>Stan Layden</b>	Molson Coors Canada
<b>Pat Whittle</b>	DF Barnes
<b>Hussam Labib</b>	Ocean Choice International
<b>Peter Edmondson</b>	Country Ribbon
<b>Glenn Nolan</b>	United Steelworkers Local 9316
<b>Sharon Walsh</b>	Unifor
<b>Joey Warford</b>	FFAW
<b>Jóhan Joensen</b>	FFAW
<b>Frank Pittman</b>	NAPE
<i>Ex-Officio</i>	
<b>David Lacey</b>	WorkplaceNL
<b>Cavell Hardiman</b>	WorkplaceNL
<b>Nancy Wilson</b>	OHS Division
<b>David Haire</b>	CME NL
<b>Corinna Tracey</b>	MadeSafeNL
<b>Andrew Pike</b>	MadeSafeNL
<b>Trevor King</b>	NL Federation of Labour/NAPE
<b>VACENT</b>	Industry Association



## SUBCOMMITTEE MEMBERS

The Fish Processing Subcommittee provides a dedicated forum for targeted collaboration, ensuring stakeholders play an active role in shaping key discussions, influencing decisions, and guiding the direction of our initiatives within the fish processing sector.

### MadeSafeNL Fish Processing Sub-Committee 2024

Committee Member	Organization
<b>Jóhan Joensen</b>	FFAW
<b>Doretta Strickland</b>	FFAW-UNIFOR
<b>Hussam Labib</b>	Ocean Choice International
<b>Marie Trimm</b>	Clearwater
<b>VACENT</b>	Employer
<b>Sheila Howell</b>	FFAW/Beothic Fishery
<i>Ex-Officio</i>	
<b>David Haire</b>	CME NL
<b>Corinna Tracey</b>	MadeSafeNL
<b>Andrew Pike</b>	MadeSafeNL
<b>Trevor King</b>	NL Federation of Labour/NAPE
<b>VACENT</b>	Industry Association



**MADE SAFE NL**  
Manufacturing & Processing  
Safety Sector Council



## MADE SAFE NL CONSORTIUM

The Made Safe NL Consortium continued to mature in 2025 as a collaborative platform for shared learning and professional engagement.

Consortium activities included facilitated discussions, guest presentations, and targeted sessions on PRIME compliance, lockout/tagout, drugs and alcohol, emerging safety technologies, and leadership topics. Engagement surveys and targeted outreach helped shape content and delivery.

A significant milestone was the recognition of Consortium participation by the Board of Canadian Registered Safety Professionals, allowing attendance to count toward CRSP and CRST Continuing Professional Development points; further reinforcing the Consortium's value to safety professionals.

### MEMBER/CLIENTS

Any organization involved in the manufacturing and processing of materials within the Province of Newfoundland and Labrador are considered members. Likewise, any employer or labour group who would like to avail of the services of Made Safe NL are welcome.



**MADE SAFE NL**

Manufacturing & Processing  
Safety Sector Council



## TRAINING AND EDUCATION

Education and training remained the cornerstone of Made Safe NL's work in 2025, with programming intentionally aligned to evolving PRIME and regulatory requirements.

Early in the year, the Made Safe NL Safety Diagnostic was updated to reflect the 15 elements of occupational health and safety programs, with enhanced alignment to PRIME weighting. However, as the year progressed, direct feedback from WorkplaceNL and employers indicated an immediate need for focused PRIME compliance support rather than full diagnostic deployments.

In response, Made Safe NL deliberately shifted emphasis toward:

- PRIME Path I and II coaching
- Safety program review and refinement
- Documentation support and implementation guidance
- Targeted training aligned to regulatory expectations

This approach allowed employers to address compliance requirements efficiently while building foundational understanding for future system-level improvements.

Training delivery exceeded annual targets and included WorkplaceNL-certified offerings such as OH&S Committee Level I and II, Supervisor training, First Aid, and Early and Safe Return to Work. Industry-specific Supervisor Safety and Musculoskeletal Injury (MSI) training were developed and reviewed in consultation with WorkplaceNL to ensure alignment with procedure 507.00.

Beyond formal training, Made Safe NL spent significant time working one-on-one with employers, supporting program development, mentoring leadership, and translating regulatory expectations into practical workplace actions.



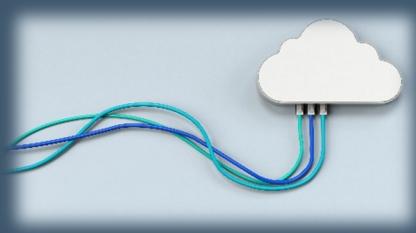
## GOVERNANCE, OPERATIONAL AND ADMINISTRATIVE EFFECTIVENESS

In 2025, Made Safe NL maintained strong governance and operational discipline while responding to shifting sector priorities. Quarterly Advisory Council and Fish Processing Subcommittee meetings were held throughout the year, ensuring balanced representation and informed decision-making.

Annual plans, budgets, quarterly reports, and funding submissions were completed on time and in alignment with WorkplaceNL expectations. Internal performance tracking, KPI reviews, and planning exercises supported transparency and continuous improvement.

Council composition was strengthened through the appointment of new employer and ex-officio representatives. At the same time, Made Safe NL continued exploratory discussions on long-term sustainability and funding models, informed by engagement with WorkplaceNL, Made Safe Manitoba, and review of the NLCSA model.





## COLLABORATIONS

Collaboration remained central to Made Safe NL's success in 2025. The organization worked closely with WorkplaceNL on PRIME alignment, priority employer outreach, training development, and delivery of two fully subscribed sessions at the Occupational Health and Safety Symposium.

Ongoing partnerships with NLCSA, FSANL, Made Safe Manitoba, WSPS Ontario, Manufacturing Safety Alliance of BC, labour organizations, and industry groups supported knowledge-sharing and alignment across jurisdictions.

These collaborations strengthened Made Safe NL's ability to bring best practices, emerging trends, and practical solutions into the provincial manufacturing and processing sectors.

## COMMUNICATIONS AND MARKETING

Communications efforts in 2025 emphasized relevance, clarity, and usefulness. Messaging focused on PRIME requirements, seasonal risks, regulatory priorities, and practical safety guidance rather than broad promotion.

Social media activity maintained a consistent cadence, supported by targeted outreach campaigns, industry advertising, and conference participation. Communications were informed by WorkplaceNL data and industry trends, ensuring alignment with real-world risks and employer needs.



## THE MADE SAFE NL SAFETY DIAGNOSTIC

In 2025, input from WorkplaceNL and industry highlighted an immediate need for hands-on PRIME compliance support. Made Safe NL intentionally shifted focus to coaching, program alignment, and targeted training to help employers meet Path I and II requirements.

As a result, Made Safe NL positioned the diagnostic as:

- A foundational framework informing coaching and training
- A future-facing tool to be deployed once baseline compliance is achieved
- A mechanism for deeper system analysis, roadmap development, and continuous improvement

While the Safety Diagnostic was re-prioritized, it remains a core component of the organization's long-term approach to safety system improvement. Taking this approach ensures that when diagnostics are deployed, they deliver maximum value and lead to meaningful, sustainable change.



## LOOKING AHEAD

As Made Safe NL enters 2026, the organization is well positioned to balance immediate compliance support with longer-term system improvement.

Priorities include:

- Continuing PRIME-focused coaching and implementation support
- Gradual re-expansion of diagnostic deployments as employer readiness increases
- Further development of leadership, MSI, and Supervisor training
- Thoughtful exploration of AI and technology-enabled safety tools
- Continued strengthening of partnerships and Consortium engagement



## ACKNOWLEDGMENTS

Our achievements in 2025 reflect a shared commitment to safety, and we're grateful to everyone who played a part. The contributions of our members, partners, and stakeholders helped move the needle on workplace health and safety across Newfoundland and Labrador's manufacturing and fish processing sectors.

We thank the employers, industry leaders, and safety professionals who brought their experience, honesty, and energy to the table. Your engagement helped shape practical, real-world solutions that met organizations where they are.

We also recognize the essential support of WorkplaceNL, our fellow Safety Sector Councils, and our preferred partners. Your collaboration continues to add value to the work we deliver.

To our Consortium and Committee members, your guidance, feedback, and steady involvement were central to our progress this year. Your voices ensure our direction stays grounded in industry reality.

And to the Made Safe/CME NL team: your dedication, flexibility, and professionalism drive everything we do. Together, we're building safer, stronger workplaces, and setting the foundation for what's next.



**MADE SAFE NL**  
Manufacturing & Processing  
Safety Sector Council

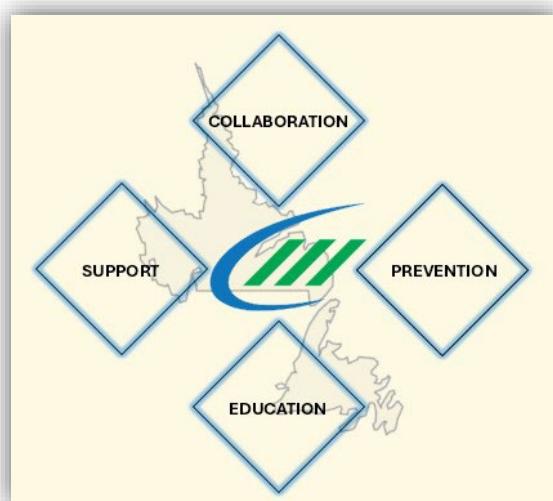


## CONCLUSION

2025 was a year of informed adjustment and strategic focus for Made Safe NL. By listening to industry and WorkplaceNL, the organization prioritized what mattered most: helping employers meet regulatory expectations while laying the groundwork for deeper, systems-based safety improvement.

This approach reinforced Made Safe NL's credibility, relevance, and value, ensuring the organization remains a trusted partner as the sector continues to evolve.

**Work Safe. Home Safe. Every Day.**





## AUDITED FINANCIAL STATEMENTS

APRIL 1, 2024, TO MARCH 21, 2025

*Financials statement currently with auditor and will be posted when they become available.*



**MADE SAFE NL**  
Manufacturing & Processing  
Safety Sector Council