

WELCOME PACKAGE

FOR EMPLOYEES



JGC | FLUOR BC LNG JV

PRIME CONTRACTOR TO LNG CANADA

WELCOME

Welcome to the LNG Canada Project! We are pleased you have joined us here in Kitimat, British Columbia. We acknowledge we work on the unceded, traditional territory of the Haisla Nation. This mental wellness package contains a lot of information; we encourage you to read it at your leisure, but to also keep it as a resource guide.



On the LNG Canada Project, it is our vision to be the *Safest Project on Earth*, built on the foundation of *Caring for People*. Our Safer Together culture is woven into each stage of the project and complements our commitment to never compromise on the wellbeing of our people, at work or at rest. We actively care for and treat people with dignity and respect – it’s about our people.



In Caring for People, we recognize several pillars that build this foundation; mental wellness, inclusion, and equality all play a large role in the fitness for duty component.

We would like to thank you for joining us here at the LNG Canada Project and look forward to working together with you.

Our greatest asset is the people working here, and ensuring their overall wellness is a priority in all we do. Being mentally healthy is something we strive to actively protect and engage all staff to promote a

strong, supportive, and inclusive culture of mental wellness.

When we take the time and put in the effort towards our overall mental wellness, it is a way of increasing our strengths and increasing our successes not only on the job but in all areas of our lives.

Thank you for being part of the LNG Canada Project.

Berni Molz
JFJV Construction Director



IMPORTANCE OF MENTAL WELLNESS AT THE LNG CANADA PROJECT

At the LNG Canada Project, we promote the World Health Organization's definition of health being a complete state of physical, mental, and social wellbeing. In striving to be the Safest Project on Earth, we are committed to not only recognizing the importance of your health but also ensuring your awareness of programs and services for all aspects of health and wellbeing while working here.

Mental wellness means feeling good about who you are. This involves having balance in our life, in our thinking, and responding constructively to life's highs and lows along with the ability to enjoy life and bounce back when things get stressful or overwhelming. Being mentally well is simply one part of us being and staying overall healthy, and if we struggle, it is not a weakness. Being informed allows us to recognize if we are struggling and take steps back towards wellness. Our mental health is closely tied to our physical health. Positive mental health leads to happier, healthy lives; decreases risk of long-term illness; lowers blood pressure; and increases our ability to manage stress. We encourage you to think about, talk about, and protect your mental wellbeing in the same way you do your physical health.

MIND YOUR HEALTH

In 2021 we launched the Mental Wellness campaign MIND your Health on the LNG Canada Project. As part of this campaign, we encourage all staff to learn, support, and make their mental wellbeing a priority in their everyday lives.

Mental wellbeing is the same as physical health. Depending on the day, your stress levels or pressure, feeling of loneliness, and other factors can contribute to your overall sense of wellbeing. Just like physical health, we can do things to improve our mental wellbeing and come back to a state of positive overall health.

The mental health continuum model on the following page demonstrates how it can feel if you are moving down the continuum from a state of health to reacting to injured or ill. The lower section of the diagram shows the actions that can be taken anywhere along the continuum to bring us back to health. Consider your physical health if you have a cold that you can't shake or a sore ankle that won't go away; chances are you will take steps to treat your physical illness before it gets worse. We encourage you to think the same way about your mental wellbeing. The table on the following page contains a more detailed model of the continuum that lists what each stage can look like as well as things you can do at each stage to help your movement back to a place of being healthy.



HEALTHY	REACTING	INJURED	ILL
<p>Normal functioning</p>	<p>Common and reversible distress</p>	<p>Severe and persistent functional impairment</p>	<p>Clinical disorder – severe functional impairment</p>
<ul style="list-style-type: none"> ▶ Typical fluctuations in mood ▶ Calm and confident ▶ Able to take things in stride ▶ Good sense of humour ▶ Able to concentrate and focus on tasks ▶ Able to manage stress ▶ Physically and socially active ▶ Usual sleep patterns and appetite ▶ Present and consistent in work duties ▶ Using healthy coping strategies ▶ No negative impact due to any substance use 	<ul style="list-style-type: none"> ▶ Nervous and impatient ▶ Sadness ▶ Feeling overwhelmed ▶ Displaced sarcasm and humour ▶ Intrusive thoughts ▶ Decrease in activity and socialization ▶ Procrastination ▶ Headaches and muscle tension ▶ Becoming easily distracted ▶ Lack of energy ▶ Some change in sleeping and eating habits ▶ Some negative impact due to substance use ▶ Not using healthy coping strategies 	<ul style="list-style-type: none"> ▶ Angry ▶ Increased anxiety ▶ Persistent sadness ▶ Increasing sense of hopelessness or worthlessness ▶ Negative attitude ▶ Struggling to make decisions ▶ Struggling to focus or stay on task ▶ Decreased work performance ▶ Avoidance and withdrawal ▶ Difficulty sleeping, nightmares ▶ Increasing tiredness and fatigue ▶ Increasing aches and pains, headaches, and muscle tension ▶ Loss of/or noticeable increase in appetite ▶ Increasing substance use and increasing negative effects from use 	<ul style="list-style-type: none"> ▶ Excessive anxiety ▶ Easily enraged and aggressive behaviour ▶ Depressed and feeling numb ▶ Obvious insubordination ▶ Cannot concentrate, loss of memory, struggling with intellectual abilities ▶ Inability to make decisions ▶ Withdrawal from activity and socialization ▶ Absenteeism, unable to perform duties ▶ Constant feelings of fatigue or exhaustion ▶ Constant complains to illness ▶ Extreme changes in sleep, eating patterns ▶ Possible suicidal thoughts/intent ▶ Regular/frequent use of substances with significant negative impact from use.
<p>What to do?</p>			
<ul style="list-style-type: none"> ▶ Focus on task at hand ▶ Break down problems into smaller, manageable steps ▶ Practice regular self-care ▶ Take breaks ▶ Use and maintain a support system 	<ul style="list-style-type: none"> ▶ Recognize your limits and take breaks ▶ Ensure adequate sleep and exercise ▶ Be mindful of good food choices ▶ Use your support network ▶ Identify possible problems and deal with them – don't ignore ▶ Increase self-care ▶ Practice healthy coping strategies 	<ul style="list-style-type: none"> ▶ Ensure you are using your support system or consider professional help ▶ Ask for help ▶ Make self-care a priority ▶ Don't withdraw ▶ Pay close attention to how you are feeling and responding ▶ Consider stopping using substances if there is a concern 	<ul style="list-style-type: none"> ▶ Get help, do not wait; ignoring it won't make it go away ▶ Talk to a doctor or counsellor ▶ Access resources such as Employee Assistance Program ▶ Consider taking recovery time to get better ▶ Follow recommendations from doctor of counsellor; inform them of any substance use ▶ Practice mindfulness and self-care ▶ Be patient and remember recovery is possible

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RESOURCES

Here on the LNG Canada Project, there are many supports and opportunities to help maintain your mental wellbeing including social and recreational opportunities with Cedar Valley Lodge (CVL), Incident and Injury-Free™ (IIF™) activities, as well as support groups and clubs. Peer support Pals/Champions are also on site as a friendly ear or if you need assistance to access other supports. More information on these supports is provided below.

MIND YOUR HEALTH WEBSITE

For a wealth of information on general wellness, support services, and mental health, visit the MIND your Health website at <http://www.ifivkitimat.com/mind-your-health>. This site offers a variety of resources, including links to support services, information, and tools. We encourage everyone to take some time to explore it. You will find valuable insights on health and relationships, tips for long-distance couples, stress management, skills for managing negative thoughts and making connections, and much more!

PEER SUPPORT PROGRAM



This program is meant to provide emotional and social support to anyone who would like to speak with someone who is able to relate because they have been there themselves. Peer support is a system of offering help and assistance with a focus on a holistic journey of recovery of healing and wellbeing. A peer support relationship is built upon hope, empowerment, respect, dignity, compassion, and non-judgement. It not a replacement for any medical or clinical care, rather a means of additional support in the journey to recovery. All

peer support Pals have lived experience and have completed training to become an important part of the MIND Your Health Mental Wellness Program. You can identify peer support Pals by the decal/pin shown above.

Some peer support Pals have received additional training to provide suicide intervention. These champions can be identified by the pin/decal to the right.

If you are interested in becoming part of the peer support program or would like more information, please email LNGC.Mental.Wellness@Fluor.com





EMPLOYEE ASSISTANCE PROGRAM

Most employers and unions onsite offer an Employee Assistance Program (EAP) that provides a variety of services to employees and often their families. These services can include counseling for mental health, financial concerns, relationships, and general health.

We encourage you to talk to your company or union to find out what services are available and how to access them. Even if you do not think you need it now, it is valuable

information to have in case you or someone else needs support in the future.

GENERAL TIPS FOR OVERALL WELLNESS

There are many things you can do daily to maintain and improve your overall health and wellness. Many of us have things we do to stay physically healthy, and we want to encourage you to develop habits to stay mentally healthy as well. The good news is that some of the things we do for our physical health also help our mental health, such as:

- ▶ Exercise
- ▶ Eat well
- ▶ Watch what you drink
- ▶ Use healthy coping skills
- ▶ Get enough sleep
- ▶ Stay socially connected

For more information, please visit the www.ifjvkitimat.com/mind-your-health website.

SPECIFIC TIPS FOR LOCALS AND FLY IN FLY OUT (FIFO) EMPLOYEES

Work/life balance is an important part to overall wellness, and more information can be found on the www.ifjvkitimat.com/mindyourhealth website. Topics include:

- ▶ Maintaining healthy relationships
- ▶ Transitioning to and from worksite to home
- ▶ Unhealthy coping strategies
- ▶ Camp life and communal living
- ▶ Suicide prevention in the workplace

THINGS I WISH SOMEONE HAD TOLD ME BEFORE AND WHEN I FIRST CAME TO CAMP

We recognize that we cannot anticipate every question you may have coming into a new project site or job. We asked a variety of current staff if they had a tip or some advice, they wished someone had told them prior to starting.



- ▶ We can wear shorts everywhere in CVL.
- ▶ Bring separate and comfortable footwear for CVL; just remember to wear socks even with sandals and slippers if open-toed.
- ▶ To get soap for the laundry, there is a button on a box on the wall behind the washing machine.
- ▶ To add time to the dryer, press the button multiple times until minutes wanted are reached.
- ▶ Treat your room and dining room as if it was your home and not a hotel. Keep it clean.
- ▶ Make sure you read all the information you are sent about the camp and the lodge rules.
- ▶ You can bring your own towels and bedding; just ensure it is not the same colors of the linens used here.
- ▶ Bring a water bottle.
- ▶ There is a Starbucks® on site with snacks, drinks, and basic toiletries available.
- ▶ Take advantage of a CVL tour.
- ▶ Use the CVL app as there is a lot of good information on it.
- ▶ Do not be scared to ask questions.



MIND

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