



ANNUAL REPORT

2022

Stronger Together

Throughout COVID, fires, heat domes and floods,
our team and our community are stronger together.



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca



About AgSafe

AgSafe is...



British Columbia's **Agriculture** Safety Association.



The **COR Certifying Partner** for employers in the British Columbia agriculture industry.

Vision

Agriculture in B.C. free from workplace injury, illness and death.

Mission

AgSafe strives to create a safe and healthy work environment in B.C. agriculture through outreach and an active program of education, training and consultation in all regions of the province.

Values

Leadership in health and safety to support the success and sustainability of agriculture by:

- Demonstrating our passion for both health and safety and agriculture.
- Fostering productive relationships and working together.
- Providing expertise in agriculture health and safety
- Acting with integrity in all we say and do.
- Embracing and including the diversity of our communities.
- Effectively delivering resources and services in innovative and creative ways.



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

Governance

Board of Directors

AgSafe is British Columbia's agricultural health and safety association. We work with farm owners, operators and workers to create safe workplaces.

AgSafe's Board is a diverse leadership team with a passion for safety and is the voice of safety in the agriculture industry.

We are here to make a difference in the lives of all people in agriculture in an effort to make sure that everyone can go home healthy at the end of the day.

Letter from the Chair

Stepping into the role of AgSafe Board Chair feels a bit like coming home. I'm so happy to be in the position to help strategically guide an organization that I was part of as a safety advisor for so many years.

I'm pleased to have been part of the launch of a new AgSafe Board, one that represents diversity and allows directors to learn and grow to better serve their industries. It's exciting to learn about others' experiences and industries, and to work together to improve workplace safety for all industries.

It's amazing how much AgSafe has grown. Not only in the number of talented and skilled staff, but in the resources we produce and the number of producers and workers we connect with regularly.

I'm humbled that British Columbia's agriculture industry trusts and relies on AgSafe for support throughout the many environmental challenges they have been dealing with – both for safety and health. I am also proud of our team, that they are able to use their knowledge and expertise to support our members and build strong relationships with new and existing producers.

We know there is a mental health crisis in the agriculture industry, and I commend the work of our Executive Director, the AgSafe team and the Board members for working together to help AgSafe move to the forefront, with our partners, to bring mental wellness resources to producers, their workers and families.

My first year as the Chair of the AgSafe Board of Directors has been educational, riveting, challenging at times, but mostly it has been very rewarding.

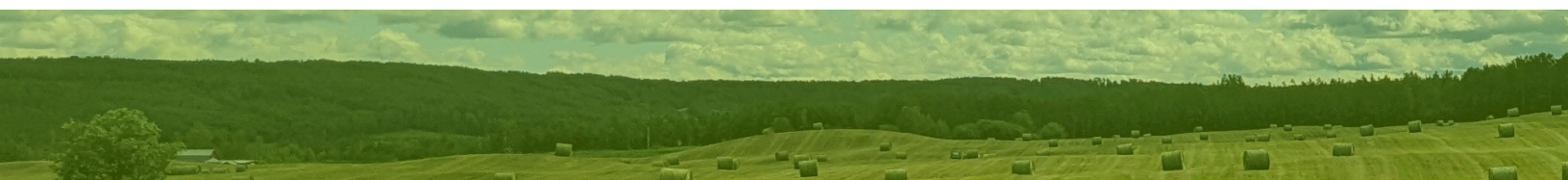
David Nguyen

Chair, AgSafe Board of Directors



David Nguyen

Chair, AgSafe Board of Directors



Letter from the Executive Director

AgSafe certainly saw a lot of excitement in 2022. We welcomed two new regional safety consultants and had some staff changes and additions. Perhaps one of the biggest changes was our Board of Directors elected a new Chair.

David Nguyen spent many years as an AgSafe safety advisor and now leads our Board with a tremendous appreciation and understanding of the valuable work that AgSafe does to support our many members throughout British Columbia.

I'm thrilled to collaborate with David and the entire Board as we work to accomplish our vision of *Agriculture in BC free from workplace injury, illness and death.*



Wendy Bennett, MBA CRSP
AgSafe Executive Director

The Board participated in strategic planning, assuring that AgSafe's work continues to support agricultural employers in vital areas. AgSafe's renewed focus will be aligned with the strategic goals to ensure every member of a farm community has resources and tools to prepare for emergencies, support non-English speaking workers, and address mental health challenges.

AgSafe's team will be particularly engaged in preventing the greatest cause of injury throughout the industry slips, trips and falls.

A great deal of work focused on the often-overlooked concern of mental health. Our efforts resulted in AgSafe resources shared provincially and nationally.

Presentations facilitated by the Government of Canada, Farm Management Canada, Pathways to Prosperity and others showcased the work done in partnership with our farmers and our colleagues. Financial support to facilitate counselling for farmers and farm families was welcomed from the United Way and from the Ministry of Agriculture to remove any financial barrier to our community members seeking support.

AgSafe's team of consultants and advisors continue to amaze me with their dedication to B.C. agriculture. Without them and the incredible team supporting them from the office, we would not be serving the agriculture community in the positive way that we do.

I am personally grateful to all our producers as they deal with such uncertainty, continue to put food on our tables and make our environments beautiful – THANK YOU!

Wendy Bennett
AgSafe Executive Director



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

2022 Year in Review

2022 was a year of recovery for many producers in British Columbia. The wildfires, heat dome and possibly most devastating, the atmospheric river that left farmland in the Fraser Valley, the Nicola Valley and Princeton under several feet of water.

As B.C.'s agricultural community began to lift their heads and move forward, what was obvious to all is that, we are stronger together - not only as an industry but as a community, province and country.

Producers from around the province and across the country were sending hay, feed, PPE supplies and even food to affected communities. Locally, volunteers and church groups were putting on muck boots and walking the fields of the Sumas Prairie collecting everything from garbage to farm tools that had been left in the mud after the floods subsided.

During the height of the COVID-19 pandemic, many more producers turned to AgSafe for guidance and resources. Following the floods, many producers in affected areas did the same. While we could not drain the water from their lands, or rebuild their herd, barns or homes, AgSafe's team of consultants and advisors moved quickly to assist producers in their recovery and rebuilding process.

For some producers it was a matter of kicking their workplace safety programs into high gear. For others - including their employees and families, it was accessing AgSafe's mental wellness resources and talking to counsellors who get what being a farmer is all about.

Relationships continue to grow stronger with members, stakeholders and partner organizations. Specifically as a result of the efforts of AgSafe's executive director, the organization has been able to work with, and support organizations to initiate mental health resources. Wendy Bennett joined Jimi Meier and Megz Reynolds on a panel at this year's Agricultural Excellence Conference (AgEx) to discuss challenges to mental wellness faced by producers.

Following a relatively recent entry into the agriculture industry, the craft cannabis industry held their first B.C. industry conference in Kelowna. AgSafe, along with WorkSafeBC was invited to host the "Safety Zone" to help educate this new and rapidly growing industry about different requirements and aspects of workplace safety.

Media coverage was steady this year with continued requests for editorial contributions, media materials and media interviews. Communication initiatives supported all aspects of operations including COR and the wellbeing of guest workers. Much of the media focus was on mental health building up to the one-year anniversary of the floods.

Over the year, AgSafe produced a library of video content that is available on YouTube. Content ranges from instructional and informational to testimonial and promotional. In 2022 animal handling (beef/dairy) was the most popular video content followed by worker orientation content.

AgSafe continues to partner with 4-H BC and Progressive Agriculture to build awareness about child safety on farms and ranches. AgSafe was pleased to host two Progressive Agriculture Safety Days in Fraser Valley communities this year.

MORE INFO

We also wish Tamara Mathies, former AgSafe Operations Manager all the best in her future endeavours. Tamara spearheaded many new initiatives for AgSafe and was a valuable member of the team.

2022 Board of Directors

In April, long-time Board member and Chair, Don Dahr announced his retirement as the chair of the organization's Board of Directors.

Former AgSafe safety advisor and Board member, David Nguyen was elected to the position. The Board also welcomed a new Director, Hugo Velazquez from MOSAIC as the Worker Representative.

BOARD OF DIRECTORS 2022

- David Nguyen, Chair (Director)
- Andrea van Iterson (Director)
- Krista Harris (Director)
- Paula Baxter (Director)
- Ajay Randhawa (Director – Young Farmer Member)
- Jennifer Ross (Director – Agriculture/Safety Interest)
- Hugo Velazquez (Director – Worker Representative)

Welcome to the AgSafe Team

The AgSafe team of professionals continues to change and grow. This year we were fortunate to welcome the following individuals to our consultant and advisory field teams as well as to our office staff.

Safety Consultants & Advisors



Byron Noel | Safety Consultant (Peace River Region)

Originally from South Africa, Byron joined AgSafe in April bringing a host of experience from around the world. He has a formal education background in geography and sustainable ranching. His work experience includes Unmanned Systems and GIS operations, as well as ranching and agricultural field research.



Mark Carter | Regional Safety Consultant (Cariboo Region)

Mark also joined AgSafe in April. Mark's experiences in ranching began in his teens when his family bought a ranch in the Cariboo. He has worked in construction and logging where, as a Safety Supervisor he helped his employer become SAFE certified.



Jenna Tracey | Safety Advisor (Lower Mainland)

Jenna joined AgSafe in September. Growing up in a tight-knit community with a passion for helping people led Jenna on a path of workplace experience in a variety of industries such as, oil and gas, manufacturing, transportation, and agriculture – where she feels most at home.



Raelynn Blumhagen | Regional Safety Consultant (East Kootenay Region)

Raelynn joined AgSafe in December. Raised in Jaffray, B.C., Raelynn grew up working on her family's cow calf operation. She has been the Brand Inspector for her area since 2016, and is involved with OII responding to livestock emergencies using the Livestock Emergency Response Trailer.

Office Staff

Ansah Odoom | Office Support Staff

Ansah joined AgSafe in June to compile and update information for AgSafe's Contact Resource Management (CRM) program. She is a student at Trinity Western College in the Human Resources, Leadership and Management BBAH program.

Mariya Savchyshyn | Executive Assistant

Mariya joined AgSafe in July. In her role, she supports all areas of the organization, including scheduling and reporting needs for the Board of Directors, assisting with accounting, and administrative needs for the COR program.



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

From the Field

Reg Steward | Superintendent of Field Operations

For over two decades I have had the opportunity to live out the motto I adopted when I started with AgSafe - you can pretend to care, you cannot pretend to be there. Through the incredible challenges of the past and the many yet to come, there has never been a time when that saying has been truer or more appreciated. Thank you to every producer, every member, every rancher, farmer, worker and employer who has put their trust in AgSafe and our collective efforts to work with and for you.

What a privilege to lead, grow, support, and develop such a committed and caring team of consultants who never stop trying, never stop learning, never stop helping, never stop caring and will never stop being there for our diverse agricultural community.

Chilcotin Region

Resolve and commitment are always evident in B.C.'s agricultural community, perhaps never more visible or apparent than these past few years. It is a great privilege to work and walk among you in this effort to sustain and be sustainable. It is always a privilege for me to be there for and with you, to lend a hand or an ear, to share a tear, or those fundamentals of reality to help design a safety management system or a corral.

Ranching Specialist

What shows through every day, from gruelling cold nights of calving to hot days of making hay, is the passion and love that ranchers and cowboys have for who they are and what they do. It gives me joy ensuring that what AgSafe does, so valid and historical, is always seen as viable, valuable, and still the best way while encapsulating and preserving the culture. Thanks for your support as I defend what was, blend what is, and design what is to come. Your trust, friendship and openness help us move forward with realistic and "doable" solutions. "Shoes on the carpet should never tell boots on the ground what to do".

Raelynn Blumhagen | East Kootenay

I am excited to join the AgSafe team, and looking forward to 2023 - meeting and working with new people in the East Kootenay Region.

D'anais Jacques | Central Interior

2022 was a lot of things. What made it different for me was the evolution of relationships that I made with producers. It felt like we had time to be creative and problem solve their issues with less scrutiny of the past couple years, and this ultimately made the relationships stronger between myself and the producers. It always surprises me the immense determination, perseverance and sheer heart most in the agricultural community possess. Working with genuinely good people, doing good things and consistently trying to make things even better has been the attitude I have seen and been proud of.

Chad Stewart | North Okanagan

Not having to deal with COVID, wildfires and floods was a nice change. That being said, the relationships created and solidified during those times paid off during 2022. Foreign wars, sky high interest rates and inflation seemed to be the tipping point for many producers. Mental health issues became common place and I'm happy that producers felt comfortable enough with me to reach out time and again.

Trevor Tapp | Pacific Northwest

With COVID restrictions lifted it is nice to have the ability to meet again with producers at workplaces and at a variety of events including fairs, meetings and 4 H rallies. Grass roots connections with "boots on the ground" in B.C.'s Pacific Northwest region.

MORE INFO

AgSafe Safety Consultants and Advisors are available throughout the province to help your business **when and where you need them.**

Kyle Hart | Central Okanagan

Throughout the Central OK, AgSafe continues to play a critical role in serving its members. Unfortunately, we did see some members have incidents resulting in serious and fatal injuries. For these members, AgSafe played an instrumental role in assisting them by our timely presence, consultation, resources, and free of charge counselling services available through AgSafe's Mental Health initiative.

Melissa Lacroix | Vancouver Island

I am grateful for the opportunity to promote positive cultural change. To mentor, motivate and inspire others to assist Vancouver Island agriculturalists and partner with industry to perform meaningful work that positively impacts members' health and safety to support the success and sustainability of the agricultural sector and fight food insecurity at a local level.



Effective OHS programs demonstrate a commitment to a healthy and safe workplace culture.

Mark Carter | Cariboo

My first year working as a safety consultant for AgSafe has been great. I have appreciated working with others on the team that are skilled in their work and serious about promoting safety in agriculture in B.C. From standing outside in the cold listening to producers to handing out prizes to the most creative young agrarians at the Cariboo Classic event, working with AgSafe is as varied and rewarding as the agricultural sector itself.

Byron Noel | Peace River

2022 was a busy season up in the Peace River Valley, spreading the AgSafe word. The community continues to grow in awareness about AgSafe and the work we can do and the assistance we can provide. Regional producers are receptive and happy to hear about available resources. We've still got a lot of ground to cover in this truly unique area of BC, but what beautiful ground it is.

Ron Maciborski | South Okanagan & Kootenay Boundary

We witnessed resilience as the common thread that brought the agricultural community together in 2022. Meeting a year of challenges without losing sight of the wellbeing of workers is what stood out. Okanagan employers recognized the value of a reliable temporary foreign workforce and raised the bar in creating safe and healthy workplaces.

Drop Us a Note & **Connect with a Consultant in Your Area**



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

From the Field (Continued)

TJ Garcha | Field Operations Manager Lower Mainland

After a rather difficult couple of years, I've learned how resilient farmers are as a group. I continued to assist and motivate employers to improve their safety cultures through program development, by integrating safety into everyday tasks and involving others.

Emily Kerr | Lower Mainland

More so than ever, I felt a sense of community and strength this year. My farmers made significant strides in safety, and I am reminded daily why I love this job!

Jenna Tracey | Lower Mainland

I have found my forever home! Working as a Safety Advisor for the past 6 months has been an eye-opening experience. The opportunity to make a positive impact in the agriculture industry has proven to be most inspirational, thanks to my interactions with the farmers and fellow colleagues. The AgSafe team has been tremendously supportive and welcoming. I have truly found my place of belonging in my career.

Rory Smith | Lower Mainland

As we got slowly back into the new normal, it was great to see producers shift their focus from floods and COVID back to safety in the field. Being able to connect again in person has been a welcome change. Seeing the resilience of the agriculture industry during the rebuild has been a highlight for me.

Braulio Mariscal | Lower Mainland

I enjoyed supporting different Joint Committees with training, advice and information. It was also gratifying to contribute to the development of Mantengo, a package of mental wellness resources for migrant workers in B.C. Getting involved in developing a safety video for cranberry farms was also important to remind employers of the hazards and controls associated with harvesting.

Popular Resources

Top Resources Requested

Online Shop

Pesticide & Chemical Safety
Ladder Safety
Equipment Safety
Lockout-Tagout

Top Resources Downloaded

AgSafeBC.ca

Flooding | Re-entry & Restarting Task Management Package
Mental Wellness | Are You In Distress Info Sheet
COR Small Employer Audit Tool

MORE INFO

Safety Education
Online & In Person

New Resources and Initiatives



Mental Wellness in Agriculture

In 2022 AgSafe produced the Mental Wellness Dashboard. This check-in tool helps individuals determine their level of distress and ways to manage it. This downloadable resource was used and shared by producers, their workers and families throughout B.C. and across Canada. Many local, provincial and national organizations distributed this resource to their members and stakeholders.

agsafebc.ca/download/mental-wellness-are-you-in-distress-info-sheet/



Mantengo Resource Package

The Mantengo resource package was completed. Initial packages were distributed at the MOSAIC Summer Resource Fair for Migrant Workers. The Mantengo resource package was designed specifically for Spanish speaking agricultural workers in B.C.

agsafebc.ca/mental-wellness/mantengo/

Videos

Production began on the "Stronger Together" video featuring interviews within the Sumas Prairie community affected by the floods. More informational, instructional and promotional videos are in progress. Videos are available on AgSafeBC.ca and YouTube.



More Videos

youtube.com/@AgSafeBC



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

AgSafe in the Media

During a year of recovery, compounded by continued economic stress, mental wellness in agriculture dominated AgSafe's communication efforts throughout the year. AgSafe's Mental Wellness in Agriculture initiative has garnered significant media coverage, including interviews with CBC and coverage in community newspapers.

Industry publications are consistent in coverage of AgSafe in print, online and on social media. AgSafe consultants and advisors continue to contribute articles to industry publications including regular features in Beef in BC, BC Holstein News and various industry newsletters and blogs.

Total Media Articles: 75

Top Stories of 2022

21

Mental Wellness Initiatives & Resources

13

Emergency Response Initiatives

3

Don Dahr Retirement

2

Certificate of Recognition (COR)

2

Safety Day

Media Articles



MMJ Daily | Cannabis producer is first employer in Canada to earn workplace safety certification
"Participation in the COR program helps employers take their workplace health and safety systems to the next level. As a partner in safety, AgSafe helps companies meet workplace safety goals." – Wendy Bennett



Western Producer | Post-flood workbook aims to help B.C. farmers
"It particularly recommends that farmers download, read and work through AgSafe B.C.'s task management package on how to safely deal with hazards like downed electrical lines and dead animals."



COS | AgSafe, partners providing mental health supports for farmers
"There is such a stigma around mental health that producers, like many people, tend not to open up and talk to someone about what they are feeling. After the past two years, many are feeling pretty burned out," said Wendy Bennett, executive director of AgSafe.

MORE INFO

All AgSafe BC Media Releases are available on our website.
AgSafeBC.ca/Category/Media

Web and Social Media

13,000+
Visits
10,000
Approx.
Resources Requested

AgSafeBC.ca

The AgSafeBC.ca website is the central location for workplace safety resources and information. Users can find everything from fillable checklists to printable signs. The website has become a useful tool for our members recording over 13,000 visits and almost 10,000 resources downloaded or ordered in 2022. Resources downloaded most: Pesticide Safety, Ladder/Equip Safety, Various other resources

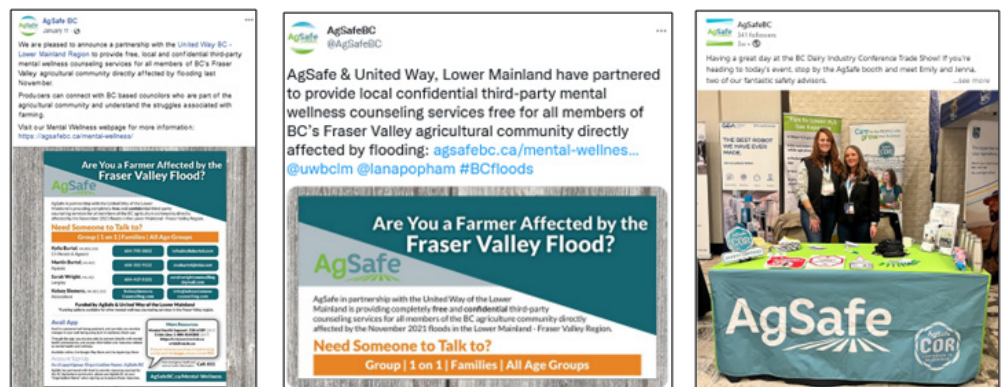
Dirt on Ag E-Newsletter

Dirt on Ag e-news continues to be promoted on social media and other channels. While subscriptions did not significantly increase this year, traffic to AgSafeBC.ca via content links continues to do so. The number of monthly subscribers continues to average 970.

970
Average Subscribers

Social Media

Social media growth and engagement continues to be strong. LinkedIn continues to gain new followers at a pace faster than AgSafe's other social media platforms. Our Facebook account is experiencing a significant rebound in engagement. Twitter and Instagram both experienced slumps in engagement activity this year.



COR and Safety Ready

The Safety Ready website tool gained 26 new followers (more than double the previous year) for a total of 117 accounts. In 2022 there were over 1,400 interactions with the Safety Ready website, and over 250 new visitors.



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

Safety Certified with COR (Certificate of Recognition)

COR in 2022

Congratulations to the employers who earned their workplace safety Certificate of Recognition or were re-certified following successful completion of the Occupational Health and Safety Audit in 2022.



Year at a Glance

- 9 Employers awarded COR Certification in 2022
- 12 Employers earned COR Re-certification in 2022
- 13 Employers registered for the COR program in 2022
- 1 Employer selected for WIVA review in 2022

Learn More About COR
AgSafeBC.ca/COR

19 or less
Small Employer

20 or more
Large Employer



SAFETY CERTIFIED

Start with a GAP to see the benefits of improving your safety plan!



Safer, Healthier Workplace

Effective OHS programs demonstrate a commitment to workplace health and safety culture.



Lower WorkSafeBC Premiums

Over time, with reduced injuries and shorter claims duration.



WorkSafeBC Premium Rebates

WorkSafeBC provides incentive payments to COR companies in good standing.

Certificate of Recognition (COR) Program

2022 Audit of Certifying Partner (AgSafe BC)

AgSafe as the Certifying Partner (CP) for Agriculture, underwent an audit by WorkSafeBC.

The objective was to confirm that AgSafe's COR program operations conform to contractual obligations, good business practice and objectives of the COR program. The intent of this audit was to determine whether AgSafe has the capacity to perform duties or responsibilities as detailed in the Certificate of Recognition Standards and Guidelines (S&G), and whether AgSafe is in fact performing as expected from the S&G and as detailed in contracts with WorkSafeBC. The audit process is intended to improve understanding of expectations and limitations by both WorkSafeBC and the CP.

Significant Positive Observations Were Noted Including

The involvement of both the safety advisors and consultants in promoting the COR program as well as supporting employers to build their own H&S Management System against the COR requirements.

2022 COR Improvements

Improvements were proposed as a result of practices and procedures developed to support Assessment Manual policy item AP5-247-4. Many of these practices and procedures were tested through a *proof of concept* (POC) that was completed in 2021. Evaluation of the POC, along with feedback from participants, confirmed that the initial implementation should be focused on the COR *Occupational Health and Safety Management System* (OHSMS) audit standard.

As a result of multiple reviews of the program, and feedback from the 2021 POC, materials used to support the program have been identified as misaligned to the language of the policy and are out of date with current risk-based approaches to occupational health and safety.

Actions To Be Taken

AgSafe (Certifying Partner) will work with WorkSafeBC and other CPs in a multi-year, phased approach to implement the improvements. The first phase will be the updating and publishing - with some stakeholder engagement of:

COR Occupational Health and Safety Management System (OHSMS) audit standard - Replacement of some documentation in the current COR standards and guidelines.

Audit tools (instruments) - Replacement of audit instruments to align with COR OHSMS audit standard.

Training on the COR OHSMS audit standard - New train-the-trainer material to be delivered to CP's and cascaded to employers and auditors.

Updated program Standards and Guidelines (S&G) - Removing out-dated material and updating to support COR policy.

The WorkSafeBC Partners Program and the Certifying Partners will continue to administer the COR program as is within all associated processes. Any proposed changes to the COR program will not be implemented until after the feedback and results have been assessed.



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

Working in Partnership

AgSafe supports or works with many other organizations to further agriculture safety initiatives at the local, national and international level.

United Way Fraser Valley

United Way Fraser Valley provided funding for AgSafe to provide free mental wellness counselling for Fraser Valley farmers affected by floods.

Canadian Mental Health Association BC (CMHA BC)

AgSafe continues to work with CMHA BC, to provide agriculture-specific mental wellness information and awareness for Crisis Line operators communicating with individuals working in, or associated with B.C.'s agriculture industry.

BC Ministry of Agriculture

AgSafe received funding to facilitate access to counselling services free of charge for producers throughout B.C. This funding was also used to increase awareness among producers about mental health and mental health resources available in B.C.

In the KNOW

AgSafe joined a network of agricultural industry associations and organizations to bring the In The KNOW workshops to British Columbia to help increase mental health knowledge and understanding within the community.

Avail

AgSafe and Avail worked together to bring this mental well-being mobile app to AgSafe members to help individuals monitor changes in well-being and connect directly with mental health professionals.

BC Agriculture Council

AgSafe continues to work with BCAC on the development and distribution of health and safety resources.

Western Agriculture Labour Initiative (WALI)

AgSafe continues to work with WALI to provide in-language resource and support for Guest Workers coming to Canada.

Canadian Agricultural Safety Association (CASA)

Wendy Bennett, AgSafe Executive Director, continues to be an active member of the CASA Board and supports the organization's initiatives. Reg Steward, Superintendent of Operations continues to co-produce ranching safety resources.

International Society for Agricultural Safety & Health (ISASH)

Wendy Bennett, AgSafe Executive Director, fulfilled her fourth year as an active member of the ISASH Board of Directors.

National Institute of Disability Management & Research (NIDMAR)

AgSafe continues to support NIDMAR by providing B.C.'s farms and ranches with a tool to assess their own disability management programs and activities.

Progressive Agriculture Foundation

As part of the child farm safety initiative, AgSafe hosts Progressive Agriculture Safety Days in communities throughout the Fraser Valley.

WorkSafeBC Stats

Injury Rates and Claims for 7010 Agriculture Subsector

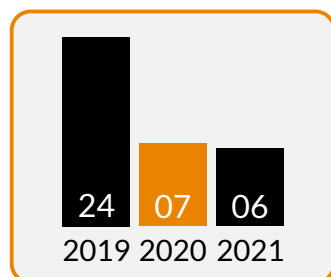
Employers are placed in one of 527 classification units with other similar businesses. These classification units are then placed into one of 51 insurance pools referred to as rate groups.

Employers in each rate group pay the costs of injuries and diseases that occur to the workers within the group, with the intent that each rate group be self-sufficient with regard to compensation costs. This limits cross-subsidization between industries, maintains relatively stable insurance rates, and limits growth of unfunded liabilities in the rate groups.

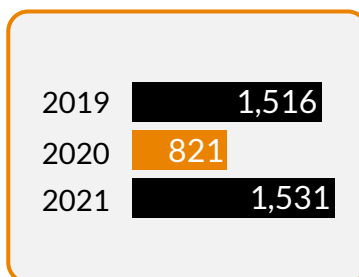
Insurance premium rates reflect the industry injury rate. The following chart shows the number of Time-loss and Serious Injury claims the agriculture industry has for every 100 workers over the past five years. An injury rate comparison for agriculture versus all of B.C. reflects any fluctuations over the past five years. Agriculture continues to see an above average injury rate in comparison to other sectors in B.C.

WORK SAFE BC	2016	2017	2018	2019	2020	2021
Injury Rate: Agriculture	2.5	2.5	2.7	2.3	3.0	3.09
Injury Rate: All of B.C.	2.2	2.2	2.2	2.2	2.1	2.24
Serious Injury Rate: Agriculture	0.6	0.6	0.6	0.5	0.6	0.49
Serious Injury Rate: All of B.C.	0.3	0.3	0.3	0.3	0.3	0.31
# of Time Loss Claims: Agriculture	541	551	620	572	713	813
# of Serious Injury Claims: Agriculture	124	130	127	118	138	130
% of Serious Injury Claims: Agriculture	23%	24%	20%	21%	19%	16%
# of Person Years: Agriculture	21,942	22,269	22,651	24,624	24,132	26,281

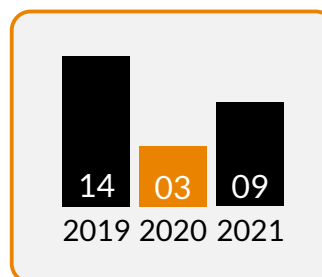
Prevention Activity Statistics



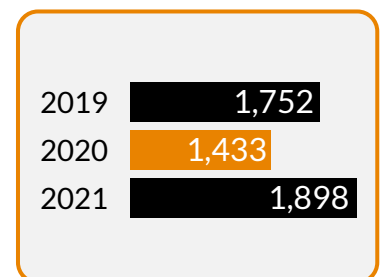
Warning Letters Sent



Orders



Net Penalties Imposed



Inspection Reports

This page contains the most recent data available from WorkSafeBC | <https://app.powerbi.com>



AgSafeBC.ca



1-877-533-1789



Contact@AgSafeBC.ca

AgSafe Agriculture Association
Financial Statements
For the year ended December 31, 2022

AgSafe Agriculture Association

Contents

For the year ended December 31, 2022

	<i>Page</i>
Independent Auditors' Report	
Financial Statements	
Statement of Financial Position.....	1
Statement of Operations.....	2
Statement of Changes in Net Assets.....	3
Statement of Cash Flows.....	4
Notes to the Financial Statements	5

To the Directors of AgSafe Agriculture Association:

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of AgSafe Agriculture Association (the "Association"), which comprise the statement of financial position as at December 31, 2022, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that in our opinion, these accounting policies and principles as described in Note 2 have been applied on a basis consistent with that of the preceding year.

Port Moody, British Columbia

March 23, 2023

MNP LLP

Chartered Professional Accountants

AgSafe Agriculture Association

Statement of Financial Position

As at December 31, 2022

	2022	2021
Assets		
Current		
Cash and cash equivalents (Note 3)	1,056,531	745,978
Accounts receivable	27,211	17,053
Goods and Services Tax receivable	13,490	23,286
Prepaid expenses and deposits	22,156	36,941
	1,119,388	823,258
Capital assets (Note 4)	12,590	16,105
	1,131,978	839,363
Liabilities		
Current		
Accounts payable and accrued liabilities (Note 5)	112,564	83,676
Deferred revenue (Note 6)	337,500	10,500
	450,064	94,176
Loan payable (Note 7)	40,000	40,000
	490,064	134,176
Commitments (Note 11)		
Net Assets		
HSA Fund	72,799	361,338
COR Fund	114,348	105,057
Unrestricted Fund	243,680	222,687
Invested in capital assets	12,590	16,105
Internally Restricted Fund	198,497	-
	641,914	705,187
	1,131,978	839,363
Approved on behalf of the Board		
e-Signed by David Nguyen	e-Signed by Wendy Bennett	
2023-03-29 14:03:59:59 PDT	2023-03-29 13:22:15:15 PDT	
Chairman	Director	

The accompanying notes are an integral part of these financial statements

AgSafe Agriculture Association

Statement of Operations

For the year ended December 31, 2022

	<i>HSA</i>	<i>COR</i>	<i>Unrestricted</i>	<i>Internally Restricted</i>	<i>2022</i>	<i>2021</i>
Revenue						
WorkSafeBC operating grants	1,700,000	500,000	-	-	2,200,000	2,116,796
Membership fees	7,656	200	-	-	7,856	5,560
Special projects (Note 8)	119,750	-	-	52,000	171,750	75,201
	1,827,406	500,200	-	52,000	2,379,606	2,197,557
Expenses						
Advertising and sponsorship	97,269	34,353	-	126	131,748	120,765
Amortization	-	-	3,515	-	3,515	4,569
Board expenses	23,749	6,116	-	-	29,865	11,988
Consultants and contractors	534,634	9,740	-	71,152	615,526	461,065
Insurance	8,368	2,789	-	-	11,157	13,123
Conferences and meetings	26,089	5,167	-	2,273	33,529	3,613
Office supplies	10,169	786	-	-	10,955	6,591
Professional fees	8,607	2,870	-	823	12,300	16,019
Rent and occupancy costs	56,926	18,976	-	-	75,902	71,965
Salaries and benefits (Note 9)	797,003	373,019	-	-	1,170,022	1,075,378
Technology	36,606	8,686	-	-	45,292	72,373
Telephone and freight	14,231	3,409	-	-	17,640	21,044
Publication and materials	73,881	12,405	-	18,290	104,576	87,250
Staff training	22,034	5,123	-	-	27,157	26,395
Travel	152,446	6,019	-	4,839	163,304	123,936
Total expenses	1,862,012	489,458	3,515	97,503	2,452,488	2,116,074
Excess (deficit) of revenue over expenses before other items	(34,606)	10,742	(3,515)	(45,503)	(72,882)	81,483
Other items						
Government subsidies	-	-	-	-	-	10,000
Interest	-	-	9,609	-	9,609	2,776
	-	-	9,609	-	9,609	12,776
Excess (deficit) of revenue over expenses	(34,606)	10,742	6,094	(45,503)	(63,273)	94,259

The accompanying notes are an integral part of these financial statements

AgSafe Agriculture Association

Statement of Changes in Net Assets

For the year ended December 31, 2022

	HSA	COR	Unrestricted	Invested in capital assets	Internally Restricted	2022	2021
Net assets, beginning of year	361,338	105,057	222,687	16,105	-	705,187	610,929
Excess (deficit) of revenue over expenses	(34,606)	10,742	6,094	-	(45,503)	(63,273)	94,258
Interfund transfers (Note 10)	(253,933)	(1,451)	14,899	(3,515)	244,000	-	-
Net assets, end of year	72,799	114,348	243,680	12,590	198,497	641,914	705,187

The accompanying notes are an integral part of these financial statements

AgSafe Agriculture Association

Statement of Cash Flows

For the year ended December 31, 2022

	2022	2021
Cash provided by (used for) the following activities		
Operating		
Excess (deficit) of revenue over expenses	(63,273)	94,259
Amortization	3,515	4,569
Recognition of deferred revenue	(10,500)	(32,757)
	(70,258)	66,071
Changes in working capital accounts		
Accounts receivable	(10,158)	(17,053)
Goods and Services Tax receivable	9,796	(3,810)
Prepaid expenses and deposits	14,785	(15,189)
Accounts payable and accrued liabilities	28,888	(8,659)
	(26,947)	21,360
Financing		
Advances of loan payable	-	10,000
Deferred revenue funding received	337,500	10,500
	337,500	20,500
Increase in cash and cash equivalents	310,553	41,860
Cash and cash equivalents, beginning of year	745,978	704,118
Cash and cash equivalents, end of year	1,056,531	745,978
Cash and cash equivalents are composed of:		
Cash	836,531	645,452
Term deposits (Note 3)	220,000	100,526
	1,056,531	745,978

The accompanying notes are an integral part of these financial statements

1. Incorporation and nature of the organization

AgSafe Agriculture Association (the "Association") was formed under the Societies Act of British Columbia and operates to ensure high standards of occupational health and safety in the agricultural industry by fostering compliance with Workers' Compensation Board regulations and to support overall farm safety.

2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

Fund accounting

The Association follows the restricted fund method of accounting for contributions, and maintains five funds:

Health and Safety Association Fund ("HSA"): The HSA Fund consists of combined surplus from previous WorkSafeBC agreements. These funds are restricted to HSA activities and cannot exceed an amount equal to three months' worth of the total funding payable for the year.

Certificate of Recognition Fund ("COR"): The COR Fund consists of combined surplus from previous WorkSafeBC agreements. These funds are restricted to COR activities and cannot exceed an amount equal to three months' worth of the total funding payable for the year.

Unrestricted: The Unrestricted Fund consists of combined surplus that does not fall under the HSA or COR Fund Reserves.

Invested in capital assets: The Invested in Capital Assets Fund reports the Association's assets, liabilities, revenues and expenses related to the Association's capital assets, major building improvements, and equipment.

Internally restricted: The Internally Restricted Fund consists of internally restricted resources that are set aside for by the Association for board approved mental health initiatives that are not funded through WorkSafe agreements.

Capital assets

Capital assets are recorded at cost less accumulated amortization. Amortization is provided using the methods below at rates intended to amortize the cost of the assets over their estimated useful lives:

	Method	Rate
Computer equipment	straight-line	3 years
Test equipment	declining balance	30%
Furniture and fixtures	declining balance	20%

Leasehold improvements are amortized over the term of the underlying lease, being 5 years.

Long-lived assets

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policy.

The Association performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. Impairment is measured as the amount by which the assets' carrying amount exceeds its fair value. Prices for similar items are used to measure the fair value of long-lived assets. Any impairment is included in excess (deficiency) of revenue over expenses for the year.

2. Significant accounting policies *(Continued from previous page)*

Revenue recognition

The Association uses the restricted fund method of accounting for contributions. Restricted contributions related to HSA and COR Funds are recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue of the Unrestricted Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Government assistance

Government assistance is recognized when the subsidies have been received or when a portion of the loan agreement is forgivable and the Association meets certain requirements specified at the time when the loan agreement was granted.

Revenue is recognized once there is reasonable assurance that the Association will meet the eligibility criteria, the government support will be received and the amount to be received is measurable.

Measurement uncertainty (use of estimates)

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Accounts receivable are stated after evaluation as to their collectibility and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

By their nature, these judgments are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates and assumptions in future years could be material. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficiency) of revenue over expenses in the years in which they become known.

Financial instruments

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value.

At initial recognition, the Association may irrevocably elect to subsequently measure any financial instrument at fair value. The Association has not made such an election during the year.

The Association's financial instruments are subsequently measured at amortized cost, with transaction costs and financing fees added to the carrying amount of the financial instruments.

Financial asset impairment

The Association assesses impairment of all of its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess (deficiency) of revenues over expenses

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of revenue over expenses in the year the reversal occurs.

AgSafe Agriculture Association
Notes to the Financial Statements
For the year ended December 31, 2022

3. Cash and cash equivalents

Included in cash and cash equivalents is \$220,000 (2021 - \$100,526) of term deposits earning interest at a rate of 4.50% (2021 - 0.80%) per annum.

4. Capital assets

	Cost	Accumulated amortization	2022 Net book value	2021 Net book value
Computer equipment	78,553	77,558	995	1,493
Test equipment	18,070	17,405	665	950
Furniture and fixtures	93,914	85,335	8,579	10,723
Leasehold improvements	52,504	50,153	2,351	2,939
	243,041	230,451	12,590	16,105

5. Accounts payable and accrued liabilities

Included in accounts payable and and accrued liabilities is \$1,725 (2021 - \$1,671) payable to various government agencies.

6. Deferred revenue

Deferred revenue consists of amounts received in 2022 relating to the 2023 Certificate of Recognition (COR) Agreement. In the previous year deferred revenue consisted of unspent amounts externally restricted for use in line with the Canadian Agriculture Safety Association (CASA) agreement. Recognition of these amounts as revenue is deferred to periods to which the revenue relates or in which the related expenditures are incurred.

Deferred revenue recognized during the year is included within special project revenue on the statement of operations.

	2022	2021
Deferred revenue, beginning of year	10,500	32,757
Plus: Amounts received during the year	337,500	10,500
Less: Amounts recognized as revenue during the year	(10,500)	(32,757)
	337,500	10,500

7. Loan payable

The loan payable relates to the Canada Emergency Business Account (CEBA) and is non-interest bearing through the initial term ended December 31, 2023 and bears interest at a rate of 5.00% per annum on any outstanding balance through the second term ended December 31, 2025. The loan is forgivable in an amount of \$20,000 subject to repayment of the payable balance of \$40,000 prior to the end of the initial term.

8. Special projects

Included in special projects are amounts relating to the United Way Agreement, Ministry of Agriculture Agreement and Canadian Agricultural Safety Association Agreement.

9. Employee and director compensation

During the year ended December 31, 2022, six employees earned more than \$75,000 in remuneration totaling \$597,883. (2021 - five employees for \$484,133)

10. Interfund transfers

Interfund transfers include allocations between HSA, COR, and Unrestricted Funds as approved by WorkSafeBC and by the Board of Directors. During the year ended December 31, 2022, the Board of Directors also approved a \$244,000 allocation from HSA to the Internally Restricted Fund to cover the Internally Restricted Fund's operating deficit.

11. Commitments

The Association has entered into various lease agreements for use of its operating premises and various capital assets subject to minimum annual payments as follows:

<u>2023</u>	<u>53,552</u>
-------------	---------------

12. Financial instruments

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is exposed to cash flow risk primarily relating to its term deposits.

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit for which repayment is required at various maturity dates.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risk relates to its accounts receivable. To mitigate this risk, the Association carries out credit evaluations of its clients on a continuing basis, and provides allowances for potentially uncollectable accounts receivable.

13. Economic dependence

The Association operates under the Agreement, whereby WorkSafeBC provides annual funding for the Association's operations. The Association is economically dependent on this funding to ensure it meets its financial obligations. The funding is contingent on the Association meeting certain guidelines as established in the Agreement. In the opinion of management, as at December 31, 2022, the Agreement guidelines have been met.

14. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

Stronger Together



0:00 / 9:19

STRONGER TOGETHER

Stronger Together is a mini-documentary that shares the stories of some of British Columbia's farmers, ranchers and growers affected by the floods that devastated communities in the Fraser Valley, Nicola Valley and Princeton in November 2021.

[YouTube.com/@AgSafeBC](https://www.youtube.com/@AgSafeBC)



@AgSafeBC

These first-hand stories are powerful and honest. They bring to life the toll on emotional and psychological wellbeing that this traumatic experience has had on the individuals affected, and the agricultural community at large.

AgSafe is the workplace health and safety association for B.C.'s agriculture industry. Thanks to our partners and supporters, AgSafe is able to bring mental wellness support to B.C.'s agricultural producers and their families affected by COVID-19, wildfires and floods.

Suite #311, 9440 – 202 Street, Langley, BC. V1M 4A6

W: [AgSafeBC.ca](https://www.AgSafeBC.ca) || TF: 1.877.533.1789 || E: Contact@AgSafeBC.ca

The 2022 annual report, and those from previous years, are available online at: [agsafebc.ca](https://www.agsafebc.ca).