

Safety Bulletin

Issue # 07-2025

ENERGY
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CANADA

2025 WHMIS Legislation – What You Need to Know

Effective **December 15, 2025**, all suppliers, manufacturers, importers and distributors must follow the Hazardous Products Regulations (HPR) amendments. These amendments introduce some key changes to Workplace Hazardous Materials Information System (WHMIS) that employers, workers and suppliers need to know.

The regulatory amendments took effect in December 2022, establishing a three-year transition period ending on December 14, 2025, allowing suppliers, employers and workers to adapt to the changes.

What's new under the amended WHMIS?

1. New hazard classes and categories

- Chemicals under pressure: a new physical hazard class.
- Aerosols: now includes a non-flammable aerosols category (Category 3).
- Flammable gases: updated with new subcategories (e.g., 1A and 1B) and definitions such as *pyrophoric gases* and *chemically unstable gases*.

2. Expanded Safety Data Sheets (SDS) requirements

- Enhanced content, particularly in Sections 9 (physical/chemical properties) and 14 (transport information).
- Focuses on concrete details like physical state, colour, particle characteristics, kinematic viscosity and relative vapour density, while simplifying the process by making odour threshold and evaporation rate optional unless they provide useful, accurate context.

3. Full disclosure of hazardous ingredients

- All hazardous ingredients in a mixture above cutoff levels must now be disclosed in the SDS—even if they don't contribute to its hazard classification.

4. Label and SDS consistency

- Labels and SDS must conform entirely to the new regulatory version from December 15, 2025, because the transition period ends on December 14. Updating means full reclassification, re-labeling, and SDS updates.

What you need to do

Suppliers (manufacturers, importers, distributors):

- Review and reclassify products in line with the new hazard definitions and categories.
- Note there has been significant changes to occupational exposure limits applicable to oil & gas industry (e.g. ACGIH TLVs). These changes need to be incorporated into the SDS update.
- Revise each SDS and label to the updated WHMIS standard before December 14, 2025.
- Retain SDS authors, if needed.
- Prepare for regulatory enforcement post-deadline—non-compliance may lead to penalties, recalls or import refusal.

Employers:

- Look out for updated SDS and labels from suppliers.
- Update WHMIS training programs to reflect the new hazard classes, SDS content, and labelling changes.
- Prepare for inspections by maintaining an accurate chemical inventory.

Workers:

- Participate in retraining on the new WHMIS hazard classifications and how to interpret updated SDS and labels.

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Resources

Energy Safety Canada

- [Controlling Chemical Hazards Program Development Guideline](#)

Others

- CAMM: [What you need to know about the latest WHMIS update](#)
- WSPS: [Amendments to Hazardous Products Regulations are coming: Is your business ready?](#)
- Chemscape: [WHMIS Updates announced with GHS revision 7 & 8](#)
- GOC: [Supplier hazard communication requirements under WHMIS](#)
- CCOHS: [WHMIS - General](#)
- Health Canada: [WHMIS](#)
- AIHA: SDS and Labeling Registry