# Occupational Health and Safety Policy

An effective Occupational Health and Safety (OHS) program must demonstrate management and leadership commitment to the program and a willingness to improve the workplace safety culture.

**[Company name]** is committed to an OHS program that protects our employees, guests, contractors, the public and property against incidents occurring on our site. Through this program we will engage workers in safe work practices and in the development of a strong health and safety culture.

We believe all incidents are preventable and that excellence in health and safety is the key to long-term success. Our goal is ZERO incidents. Active participation at all levels of the company will ensure that we can achieve our goal.

**[Company name]** management, contractor employers and all employees are responsible for complying with all health and safety standards and regulations, including the *Workers Compensation Act* and the OHS Regulation, and for co-operating with management in the implementation of the OHS program, worksite inspections, incident investigations and the continuous improvement of this program.

**[Company name]** will hold all levels of management accountable for providing a safe work environment and enforcing safe work procedures and practices. Management and supervisors will lead and demonstrate by example their commitment to health and safety, and will ensure that those they are responsible for have the necessary knowledge to work safely.

Supervisors will give health and safety the same priority as productivity, environmental issues or quality control. Supervisors must know and comply with applicable OHS requirements. A supervisor is defined in the OHS Regulation as “a person who instructs, directs and controls workers in the performance of their duties.” Any person, regardless of title, who meets this definition even temporarily has the responsibilities of a supervisor for the workers under their supervision.

**[Company name]** endeavors to provide proper and relevant employee training, job-specific safe work practices, personal protective equipment, operation and maintenance procedures, and safety guidelines that focus management, employee and contractor awareness on reducing the risk of incidents in all activities.

**[Company name]** will hold all employees and contractors accountable for following safe work procedures and reporting unsafe acts and safety incidents. We will ensure timely follow-up to safety incidents. Employees from every area of the company, regardless of position, will be encouraged to contribute to the OHS program. Employee cooperation and compliance with the health and safety program at **[Company name]** is a condition of employment.

Workers have general responsibilities for their own health and safety and that of other persons. In addition, they have the responsibility to refuse unsafe work. Discriminatory action will not be taken against workers for refusing to do unsafe work.

**[Company name]** is committed to safe and sustainable practices in all aspects of our operations and therefore will review and update our safety program on a yearly basis to adapt to industry changes, trends and requirements. We will use audits to measure, share and improve our OHS program.

Signed: Date:

 Owner/president (or highest-ranking employee)
**[Company name]**