The personal safety, health and well-being of every employee at Bristal Hauling Inc. is considered to be one of our most important responsibilities and as such is an area of major concern to management. We believe that good safety performance is one of the leading indicators of a well managed, efficient and profitable operation. Bristal Hauling Inc. will ensure that all workers have a safe and healthy work environment as is their right under the Manitoba Workplace Safety and Health Act and Regulations.

Our safety objective must be an honest zero accident frequency rate on a continuing basis for each and every employee. In working towards achieving this goal our everyday attitudes must never reflect the misconception that accidents are an acceptable, unavoidable consequence of doing business. We realize that accident prevention is a shared responsibility and in order to achieve our goal all employees must work together to identify and eliminate or control the hazards present in our work environment.

In pursuit of this goal, Bristal Hauling Inc. will:

* Provide training to all employees to do their job safely and effectively;
* Maintain equipment to acceptable standards;
* Develop safe work practices and safe job procedures and provide adequate supervision and instruction;
* Make available special protective equipment and devices to help protect employees against particular hazards and to ensure that it is utilized;
* Conduct a yearly review of this safety policy to ensure that it is functioning effectively and efficiently.
* All personnel are responsible for promoting and supporting the safety, health and environmental program, with the goal of creating a culture of safety within our company as dictated by workplace legislation and responsible corporate practice;
* Hold all personnel accountable for understanding and controlling the hazards associated with their job duties, work areas and the systems designed to control them.

It is the employee's responsibility to:

* carry out their activities in the most knowledgeable and safest manner thereby avoiding injury to themselves or fellow employees;
* point out unsafe conditions and acts;
* use all devices and wear all articles of clothing and personal protective equipment specified in Company Safety Rules, Safe Job procedures and the Workplace Safety and Health Act.

Any accident is a reflection that, somewhere, we have failed in our responsibilities. We trust that all of you will co-operate fully and join us in a personal commitment to make safety a way of life.

**\*** The safety information in this policy does not take precedence over the Manitoba Workplace Safety and Health Act or the Regulations.

**Policy Implemented: June 1, 2016**



**Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Review Date: June 1, 2016**

**Willy Toews – Company Owner**

**Assignment of Responsibility and Accountability for Safety**

**Management**

* Provide a safe workplace;
* Assume a leadership role in initiating and establishing a company policy and safety program;
* Set an example by following all company policies and expect no less from anyone else;
* Authorize necessary changes/repairs to equipment to reduce safety hazards;
* To provide employees with well maintained equipment and tools to do their job;
* To provide staff with ongoing safety training;;
* Ensure compliance with WSH legislation;
* Ensure proper PPE is available;
* Ensure accidents are investigated
* Ensure injuries are reported to the WCB.

**Supervisors**

* Provide a safe workplace;
* Provide leadership by personal example;
* Identify hazards and inform others about hazards;
* Take all precautions necessary to protect the safety of all workers under their supervision;
* Ensure compliance with all WSH legislation;
* Conduce job safety meetings and toolbox talks as required;
* Ensure all workers are wearing required PPE and that it is readily available;
* Investigate and incidents occurring on their jobsite and report it immediately to the office;
* Maintain a high housekeeping standard to prevent accidents.

**Employees**

* Report on and correct all hazards or unsafe conditions;
* Report all injuries, incidents and near misses;
* Comply with company rules;
* Wear all required PPE;
* Follow instructions and training that is received;
* Use tools and equipment as intended;
* Participate in safety talks and make suggestions for safety practices;
* Maintain a defensive driving approach at all times when operating trucks and mobile equipment;
* Set a good example for other employees.

**Safety Coordinator**

* Provide leadership by personal example;
* Assist in worker safety issues;
* Assist in identification of hazards through inspections and investigations;
* Assist in the control or elimination of hazards;
* Suggest and advise on PPE requirements;
* Conduct safety talks and refreshers for employees.

**Indemnification of Safety Coordinator**

The Employer hereby agrees that in the event that the Safety Coordinator is the subject of an investigation, prosecution or other legal proceeding connected to any workplace injury, illness or safety incident or otherwise stemming from the Safety Coordinator’s duties as manager of the Employer’s occupational health and safety system, procedures and policies, the Employer shall defend the Safety Coordinator in such investigation, prosecution or other legal proceeding. Such obligation includes, but is not limited to, payment of or reimbursement for the legal fees, fines or other expenses incurred by the Safety Coordinator in connection with said investigation, prosecution or other legal proceeding.