



## Health and Safety Policy Statement

Senior Management is vitally interested in the health and safety of its employees. We have an ongoing objective to protect employees from workplace injury or occupational illness. Senior Management will make every effort to provide a healthy and safe work environment. All employees, including Senior Management, sub-contractors, and general contractors must be dedicated to the objective of reducing the risk of injury and illness in the workplace.


As an employer, Conestogo Mechanical Inc. is ultimately responsible for employee health and safety. As senior managers, department managers, project managers, supervisors and foreman, we are committed to taking every reasonable precaution to protect employees from harm. We expect that all workplace parties will work together to exceed the minimum as prescribed by legislation.

To support this commitment, senior managers, department managers, project managers, supervisors, foreman and employees share a joint responsibility to implement and maintain an Internal Responsibility System directed at reducing and preventing incidents, injuries and accidents resulting in occupational injuries, diseases and illnesses.

All senior managers, department managers, project managers, supervisors and foreman are responsible and accountable for the health and safety of employees under their supervision. All senior managers, department managers, project managers, supervisors and foreman are responsible to ensure that machinery and equipment are safe and that workers/employees follow established safe work practices and procedures. Employees must receive adequate training in their specific work tasks to protect their health and safety.

Every employee, all senior managers, department managers, project managers, supervisors and foreman protect their own health and safety by following the Occupational Health & Safety Act, Regulations for Construction Projects and the Workplace Safety Insurance Act, in addition to workplace specific legislation that governs safe work practices and procedures. All hazards must be immediately reported to all senior managers, department managers, project managers, supervisors and foreman so they can be corrected.

All workplace parties are expected to consider health and safety in every activity. Commitment to health and safety is an essential part of this organization from the president to the employees.

  
Wes Quickfall  
President

Dated: January 1, 2024