

HEALTH & SAFETY POLICY

County of Northern Lights (CNL) is committed to a comprehensive safety management system that protects and maintains the well-being of our workers at all work sites. We are also dedicated to safeguarding the health and safety of others in our workplace, including engaged contractors, other workers at the site, and the public.

The employer, supervisors and workers at every level share responsibility and accountability for the company's health and safety performance. Active participation by everyone, every day, in every job is necessary for the health and safety excellence that this company expects. Health and safety excellence includes the promotion and maintenance of the highest degree of physical, psychological, and social well-being of all employees.

Our goal is a healthy, injury-free workplace for all. By working together, we can achieve this goal.

The EMPLOYER and MANAGERS will ensure:

- The health, safety, and welfare of workers at the work site.
- The health and safety of other persons at or near the work site, who may be affected by hazards from our work site.
- Workers are aware of their occupational health and safety rights and duties.
- Workers are not subject to, and don't participate in, workplace harassment or violence.
- Supervisors are competent, and familiar with the occupational health and safety legislation.
- Workers have the training they need to work in a healthy and safe manner.
- Dangerous work is only carried out by a competent worker, or a worker who is working under the direct supervision of a competent worker.
- That the health and safety committee or representative complies with their legislated requirements.
- Health and safety concerns are resolved in a timely manner.
- Information related to work site hazards, controls, work practices and procedures is readily available to workers, the health and safety committee or representative, and the prime contractor.
- Current occupational health and safety legislation is readily available to workers and the health and safety committee or representatives

SUPERVISORS will:

- Take all precautions necessary to protect the health and safety of every worker under their supervision and ensure:
 - The workers they supervise follow procedures and measures required by the occupational health and safety legislation.
 - The workers they supervise are not subject to and don't participate in workplace harassment or violence.
- Advise every worker they supervise about all known or reasonably foreseeable hazards to health and safety in their work area.
- Report health and safety concerns to the employer.

WORKERS will:

- Protect the health and safety of themselves and other people at or near the worksite.
- Cooperate with their supervisors and employers to protect the health and safety of themselves and others.
- Use and wear devices and personal protective equipment required by the employer or the OHS Act, Regulation or Code.
- Refrain from causing or participating in harassment or violence.
- Report concerns about an unsafe or harmful work site act or condition that occurs/exists or has occurred/existed to the employer or supervisor.
- Report incidents, accidents, near misses, spills.
- Comply with OHS legislation, and with the CNL Safety Program.

CONTRACTORS will:

- Comply with the OHS Act, Regulations, and Code, as well as their company safety program, and the County of Northern Lights safety program where applicable.
- Ensure the health and safety of their workers and others at the worksite.
- Use competent workers or provide proper supervision for hazardous tasks.
- Report any health and safety concerns or hazards to the employer or prime contractor, and the County of Northern Lights.
- Conduct regular inspections including Site Specific Hazard Assessments which are provided to the County of Northern Lights.
- Immediately report any Near Misses, Incidents, Accidents, Spills to the County of Northern Lights.
- Ensure that their worksite remains clean and that waste is properly disposed of.
- Maintain appropriate insurance and Workers' Compensation Board (WCB) coverage.
- Ensure their work does not create hazards for themselves or others.
- Rectify any hazards or unsafe conditions.
- The prime contractor shall ensure that the name of the prime contractor is posted in a conspicuous place at the work site.
- The prime contractor shall establish, as far as it is reasonably practicable to do so, a system or process that will ensure compliance with the OHS Act, the regulations and the OHS Code in respect of the work site, including a system or process to ensure cooperation between the employer and workers in respect to health and safety
- Every prime contractor shall ensure that the owner and any employer, supplier or service provider on a work site is informed of any existing or potential work site hazards that may affect workers or other persons at the work site.
- Receive CNL Orientation prior to working on site.

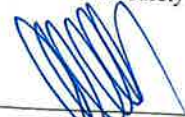
In addition, the employer, managers, supervisors, workers and contractors will:

- Cooperate with any person exercising a duty imposed by the Occupational Health and Safety Act or Code., and
- Comply with the Occupational Health and Safety Act and Code and any site policies, procedures, and safe work procedures.

The company will ensure, to the best of its ability, that other parties at the work site (e.g., contractors, suppliers, or service providers) comply with the Occupational Health and Safety Act and Code, and worksite policies.

Workers at every level must be familiar with the requirements of the Occupational Health and Safety legislation as it relates to their work.


Chief Elected Official


Chief Administrative Officer

ACKNOWLEDGEMENT & RECEIPT

NOTE TO EMPLOYEE: This form will be made a part of your personal file. Please read and understand its contents before signing.

Employee/Trainee (Print):

Date:

Signature: