



Health and Safety Policy

At **RENOKREW** we hold the health, safety, and wellbeing of our employees, clients and Sub Contractors to the highest standard. We believe that this Health and Safety Program emphasizes our commitment towards an incident free workplace. This Health and Safety Program promotes the Internal Responsibility System (IRS) to achieve self-reliance, to understand workplace party accountability for recognizing and controlling hazards, and to ensure continued success of the Health and Safety Program through continuous improvements.

RENOKREW:

- Believes that integrating proven health and safety principles as well as standard industry practices into all of **RENOKREW's** operations is our corporate responsibility as these are integral components of our business.
- Will hold all levels of management accountable for their actions with regards to health and safety, including ensuring all safe and healthy work conditions are maintained.
- Recognizes that incident prevention and quality of working life must continue to be an essential part of our business, and commit to empowering all employees to actively participate in the Health and Safety Program.
- Recognizes the importance of leading by example and commits through attendance at site visits, review and improvement of the Health and Safety Program results on an annual basis, and attendance at regularly scheduled safety meetings to provide this leadership.
- Will provide continued support for the Joint Health and Safety Committee or Health and Safety Representative and their associated requirements, where required.
- Recognize that workers also play a vital role in health and safety and ensure the responsibility of all workers to report all hazards, injuries and unsafe working conditions is adequately communicated and understood.
- Will comply with the Occupational Health and Safety Act and all applicable Regulations and other associated legislation as it pertains to Health and Safety.
- Will communicate the health and safety rules to all workplace parties within the organization, and ensure they completely understand their responsibilities, including accountabilities for each employee, and will continue to use safety performance in assessing worker performance during evaluations.
- Will set goals and implement actions using “industry best practices” that will aim to remove and prevent hazards not only in the workplace but through the work we do.
- Will endeavor, with the use of our Early Safe Return to Work Program, to offer modified work to those employees who have sustained injury or illness with a view to facilitate their rehabilitation and to safely return them to their pre-injury job function as soon as they are capable.

The success of **RENOKREW** depends on our reputation to provide a quality product and service in a safe and timely manner. Health and safety must be incorporated into all facets of our operations to ensure we maintain a workplace that is free of hazards, injuries and illness.

Francisco Pinto

Employer President

January 1, 2018

Date