



## **STRIKE GROUP AND ITS AFFILIATES**

### **HEALTH, SAFETY AND ENVIRONMENT POLICY**

Strike is committed to protect and maintain the health and safety (including physical, psychological, and social well-being) of its employees and contractors.

#### **OUR COMMITMENTS:**

1. Protect the safety and welfare of our employees, and that of other workers and members of the public who could be affected by hazards originating from our work or work sites.
2. Comply with applicable legislation and meet the highest level of industry standards.
3. Make our employees aware of their rights and duties under the OHS Act, Regulations and Code.
4. Ensure that workers do not participate in or be subjected to workplace violence or harassment.
5. Consult and cooperate with our joint worksite health and safety committees/representatives.
6. Ensure that workers are adequately trained in matters necessary to protect their health & safety.

#### **OBLIGATIONS OF SUPERVISORS:**

1. Ensure you are competent to supervise the workers in your work team.
2. Protect the health and safety of workers under your supervision.
3. Maintain a worksite free from bullying, violence, and harassment.
4. Advise workers under your supervision of all applicable known and reasonably foreseeable hazards.
5. Ensure workers use appropriate hazard controls, personal protective equipment, and work in accordance with Strike's policies, procedures and the OHS Act, Regulations and Code.

#### **WORKER RIGHTS AND RESPONSIBILITIES:**

1. Refuse unsafe work. If you believe you are at risk, stop your task and/or stop work.
2. Know about the workplace hazards and have access to basic health and safety information.
3. Participate in the process of identifying and controlling health and safety hazards at the worksite.
4. Not cause or participate in bullying, violence or harassment.
5. Report all incidents, injuries, and unsafe work conditions or practices to your supervisor.
6. Follow applicable OHS legislation, safety rules, Codes of Practice, Safe Work Practices and Safe Job Procedures, wear required Personal Protective Equipment and participate in safety training.
7. Notify your supervisor of any circumstance which may affect your ability to work safely.

Employees and contractors who knowingly violate safety rules will face disciplinary action, dismissal and/or legal action. By working safely and fulfilling their responsibilities, everyone who works at or for Strike Group will share in the benefits of a safe and healthy workplace.

**NO INCIDENTS, NO INJURIES, NO HARM TO THE ENVIRONMENT**

Stephen Smith, President and CEO  
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