

HEALTH AND SAFETY MANUAL



HEALTH AND SAFETY POLICY

Health and Safety Policy Statement

2016

The health and safety of employees and the general public is a core value of the Board of Directors and CEO of PUC Services Inc. (PUC). We are committed to continual improvement of the health and safety management system and will utilize a framework for setting and reviewing clear objectives and targets for corporate health and safety management. Our goal is zero work related injuries and illnesses.

To achieve these objectives, PUC promotes incident reporting and takes all reasonable measures through its risk management process to identify hazards, eliminate or minimize risks and comply with all applicable occupational health and safety legislation. PUC endorses the Internal Responsibility System and the Joint Health and Safety Committee structure including their annual review of this policy, and supports the resolution of health and safety concerns through the participative process.

PUC is committed to providing effective workplace training including the communication of this policy to all workers. The appropriate industry standards and safe practice guides are adopted as the company's minimum standards. Industry best practice is the company's objective. We recognize that every member of the organization has the right to work in a safe and healthy workplace and has a role and responsibility in achieving our health and safety goal of zero injuries and illnesses.

PUC seeks opportunities with our stakeholders to protect and continuously improve the health and safety program and will make this policy available to interested parties.

Joint Health and Safety Committee Recommended

October 21, 2015
DATE

Frank B...
COMMITTEE CO-CHAIR UNION

...
COMMITTEE CO-CHAIR MANAGEMENT

Board Approval

2016-01-27
DATE

J...
CHAIR OF THE BOARD

...
PRESIDENT & C.E.O.



HEALTH & SAFETY POLICY STATEMENT

The following words / phrases are hereby defined in order that a full and comprehensive meaning can be commonly understood by the reader:

1. *Core Value:*

Guiding principles, traits or qualities that represent an individual's or organization's highest priorities, deeply held beliefs, and fundamental driving forces.

2. *Promote Incident Reporting:*

A formal investigation of an undesirable event that provides for recommendations and an action plan to prevent future similar undesirable actions.

3. *Identify Hazards:*

A formal assessment of conditions / processes / actions that have the ability to create an undesirable event. The risk assessment process quantifies hazards in order to identify processes and procedures to eliminate or minimize the risk.

4. *Minimize Risk:*

Through the employment of control barriers, the risk is either eliminated, minimized to safe levels, or physical barriers have been deployed such that the Risk Assessment produces a result that is considered acceptable.

5. *Internal Responsibility System:*

Provides that everyone involved in the workplace has a role and responsibility in the prevention and resolution of Health and Safety issues.

6. *Participative Process:*

The resolution of Health and Safety concerns requires the effective and cooperative input and collaboration of all staff. Management plays a leadership role in the initiation of the process and the implementation of the recommended solution.

7. *Workplace Training:*

Is a process where the required skills and standards are identified, personnel are trained to perform to the standard and training records are maintained.

8. *Role and Responsibility:*

Every member of the Company has a unique part to play and is accountable for their actions in the pursuit of our goal of zero injuries.