



HEALTH AND SAFETY PROGRAM

2020





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HEALTH AND SAFETY POLICY STATEMENT

LISGAR CONSTRUCTION COMPANY is committed to ensuring the health and safety of every employee. It is LISGAR CONSTRUCTION COMPANY's goal to perform all business operations in a safe and effective manner, which will not adversely affect staff, clients, the public, or the environment.

Incorporating health and safety principles into all phases of LISGAR CONSTRUCTION COMPANY operations emphasizes responsible, sound, and efficient management as the safety of every employee is an integral component of our business practice. LISGAR CONSTRUCTION COMPANY recognizes that accident prevention and quality of working life is an essential part of our business operations and as such, will empower each individual to actively participate in their Health and Safety Program.

LISGAR CONSTRUCTION COMPANY will take all reasonable steps to emphasize that health and safety is everyone's responsibility. We will comply with Ontario's *Occupational Health and Safety Act*, *Environmental Protection Act*, and all applicable Regulations and accept these statutes as minimum standards.

By working together and giving the most careful attention to Health and Safety, we will meet our shared objectives of a healthy and safe working environment. Management is responsible for maintaining a work environment as free as possible from actual and potential hazards, and for ensuring the security of all.

LISGAR CONSTRUCTION COMPANY recognizes the responsibility of all Supervisors to ensure that safe and healthy conditions are maintained in our workplace.

Each employee is responsible for working in a safe and healthy manner, following all health and safety policies and procedures, reporting all sub-standard and/or unhealthy conditions and intervening when such conditions occur. To ensure a safe workplace, safety training shall be planned, scheduled and executed for all employees. Everyone is encouraged to adopt a safe and healthy lifestyle on and off the job.

All contractors, sub-contractors and visitors will work in accordance with all LISGAR CONSTRUCTION COMPANY policies, procedures and practices in compliance with all legislative requirements.

Through open lines of communication, objective discussions and cooperation between workers, supervisors, management, and other outside parties, our objectives of a workplace free of hazards, injury, and illness can and will be achieved. This health and safety policy will be reviewed annually and records will be kept readily available. This health and safety policy will be reviewed annually and records will be kept readily available.

GINO BIFOLCHI, PRESIDENT
LISGAR CONSTRUCTION COMPANY
JANUARY 10, 2020



ENVIRONMENTAL POLICY STATEMENT

LISGAR CONSTRUCTION COMPANY recognizes its environmental obligations locally and globally for present and future generations. We are careful to take the environment into consideration in our decision making.

LISGAR CONSTRUCTION COMPANY's goal is to continually protect our environment through clear and comprehensive training of Health, Safety and Environmental practices for our employees, visitors, and sub-contractors.

In carrying out this commitment, LISGAR CONSTRUCTION COMPANY will:

- Encourage and expect each employee and subcontractor to be environmentally responsible and to practice work habits which are in accordance with LISGAR CONSTRUCTION COMPANY and government policies
- Educate employees so they may understand and share in the responsibility for monitoring and protecting the environment
- Design, construct, and operate our projects in a manner which minimizes the impact of our operations on the environment and public health and safety
- Promote and encourage energy efficiency, resource conservation, and waste reduction by reducing, reusing, and recycling whenever possible

GINO BIFOLCHI, PRESIDENT
LISGAR CONSTRUCTION COMPANY
JANUARY 10, 2020



WORKPLACE VIOLENCE AND HARASSMENT POLICY

LISGAR CONSTRUCTION COMPANY is committed to the prevention of workplace violence and harassment and promotes a violence and harassment free workplace in which all parties work together to achieve mutual health and safety goals. Management recognizes that all workers have the right to work in a violence or harassment free workplace. Any violence and/or harassment committed by or against any member of our workplace or the public will not be tolerated.

The purpose of the policy is to ensure that all individuals are aware of and understand that acts of workplace violence and harassment are considered a serious offence for which appropriate action will be taken. Those who are subjected to acts of workplace violence and harassment are encouraged to report incidents to the appropriate person so that complaints can be thoroughly investigated. LISGAR CONSTRUCTION COMPANY has developed a workplace violence and harassment program to support this policy, outlining specific procedures and provisions for dealing with incidents and complaints of workplace violence and harassment. This policy will be reviewed by senior management on an annual basis and all records of the review will be retained.

LISGAR CONSTRUCTION COMPANY is committed to investigating reported incidents and complaints of workplace violence and harassment in a fair and timely manner, taking the necessary action to respond to those events and providing support for complainants. Information about a complaint or incident will not be disclosed except to the extent necessary to protect workers, to investigate the complaint or incident, to take corrective action or as otherwise required by law. A worker will not be penalized for reporting an incident or participating in a workplace violence or harassment investigation.

“Workplace violence” means:

- The exercise of physical force by a person against a worker in a workplace that causes or could cause physical injury to the worker
- An attempt to exercise physical force against a worker in a workplace that could cause physical injury to the worker
- A statement or behavior that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker

“Workplace harassment” means:

- Engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought to be known to be unwelcome, or
- Workplace sexual harassment

“Workplace sexual harassment” means:

- Engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or
- Making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome



WORKPLACE VIOLENCE AND HARASSMENT POLICY

A reasonable action taken by an employer or supervisor relating to the management and direction of workers or the workplace is not workplace harassment.

No worker shall subject any person or persons to workplace violence and harassment or allow conditions that support workplace violence. This policy applies to all workers within this organization and will address workplace violence and harassment from all sources. As such, any worker who subjects a worker, supervisor, employee, customer, client, contractor, or member of the public to workplace violence and harassment may be subjected to disciplinary action, up to and including dismissal.

Managers and supervisors have a responsibility to act respectfully towards others and promote an environment that minimizes the risk of workplace violence and harassment and explain this policy to all workers that you supervise or manage. Management must ensure that workers understand who to contact regarding concerns about the policy or reporting an incident. Workers have a responsibility to act respectfully towards others and to ensure your own personal safety in the event of workplace violence and harassment. If a worker needs further assistance, he or she may contact the appropriate resources as described in the LISGAR CONSTRUCTION COMPANY workplace violence and harassment program.

It is in the best interest of all parties to treat people fairly. Commitment to a violence free workplace is an integral part of the organization, from senior management to the workers.

GINO BIFOLCHI, PRESIDENT
LISGAR CONSTRUCTION COMPANY
JANUARY 10, 2020