



Health and Safety Policy Statement

Management of TNT Property Maintenance Inc. is committed to improving Health and Safety within our varied work environments for the Health and Safety of all Workers. A major ongoing objective is to protect and to prevent Workers from workplace injury or occupational illness. TNT Property Maintenance Inc. will make every effort to provide a safe and healthy work environment. All Management, Supervisors, Sub-contractors and Workers must be dedicated to the continuous objective of reducing the risk of injury and occupational illness.

As an employer, TNT Property Maintenance Inc. is ultimately responsible for Worker Health and Safety. As Management we are committed to taking every reasonable precaution to protect the Health and Safety of all Workers. Legislative requirements such as the Occupational Health and Safety Act will serve as minimum acceptable standards for TNT Property Maintenance Inc.

The Occupational Health and Safety Act is based on the Internal Responsibility System, the principle that Workers and Management share responsibility for Health and Safety. To support this commitment, Management, Supervisors and Workers share a joint responsibility to implement and maintain an Internal Responsibility System directed at reducing and preventing hazards, incidents, injuries and accidents resulting occupational injuries, diseases and illnesses. Copies of the Occupational Health and Safety Act, and TNT Property Maintenance Inc.'s Occupational Health and Safety Manual are located in all designated Worksites such as the Office, the Shop and in all TNT Property Maintenance Inc. Vehicles (required postings only).

All Management, Supervisors, or Workers who supervise another Worker are responsible and accountable for the Health and Safety of Workers under their supervision and are responsible to ensure that machinery and equipment are safe and that all Workers, including Sub-contractors work in compliance with the Occupational Health and Safety Act and with established safe work practices and procedures. Supervisors and Workers will be proactive to attain adequate training in all relevant work tasks and to understand and implement their rights and responsibilities for both individual and joint Health and Safety.

Every Worker must protect their own Health and Safety by following the Occupational Health & Safety Act, Regulations for Construction Projects and the Workplace Safety Insurance Act in addition to safe work practices and procedures. All hazards and incidents must be immediately reported to Supervisors or Management.

Every Worker is expected to consider Health and Safety in every activity. Commitment to Health and Safety must form an integral part of TNT Property Maintenance Inc. As Management, part of our commitment is the ongoing upkeep of the Safety Groups Program. As part of this upkeep of the Safety Groups Program we are committed to making Continuous Improvements by reviewing Policies, communication methods, making recommendations for change, and recording successes and failures. Participation in this Program is both welcome and encouraged.

Rob Tester

President

Linda Tester

Secretary/Treasurer

RobTester

Name printed

Linda Tester

Name printed

April 29, 2024

Date

April 29, 2024

Date