

THOROLD BUSINESS IMPROVEMENT AREA ASSOCIATION  
POLICY AND PROCEDURE MANUAL

HUMAN RESOURCES		
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**HEALTH AND SAFETY POLICY**

The BIA is committed to the health and safety of all its employees. By working together, we can successfully create a healthy and safe environment. Occupational health and safety is everyone's responsibility, the employer and employee's alike. Individual commitment is a crucial elements to a safe and hazard free workplace which is in everybody's best interest. These goals are attainable and we will continue to lead the BIA in this direction.

The BIA is committed to the protection of its employees against illness, injuries and accidental loss to its workers and property. The BIA will provide its employees with:

- A healthy and safe environment in which to work, as indicated by acceptable industry practices and compliance with legislative requirements, and
- Suitable training and appropriate tools and equipment to enable them to perform their work in a safe and efficient manner.

Each employee will maintain a positive attitude with respect to Health and Safety matters and promote/follow safe work practices at all times. Each employee will utilize the training, tools and equipment provided to them to complete tasks safely and efficiently. Each employee will perform his or her job in accordance with established procedures and internal responsibility system philosophy.

The BIA will strive to eliminate any foreseeable hazards which may result in fires, security losses, damage to property, and personal injury/illnesses. The BIA will ensure they promote safe and effective work practices to further reduce the incidence of employee occupational injury and illness.

The health and well being of every employee is of primary importance and our ultimate objective is to eliminate injuries and losses both at work and at home by:

**GOALS**

- Taking preventative measures to eliminate or minimize risks to health and safety of the workers.
- Promoting safety and well being for ALL WORKERS under its jurisdiction.
- Responding effectively to incidents, accidents, illness and injury.

### **INTERNAL RESPONSIBILITY SYSTEM PHILOSOPHY**

Employers and workers have the primary responsibility for Occupational Health and Safety.

The establishment of an effective responsibility system is an essential first step to prevent injury or health deterioration.

As an internal responsibility system improves, the level of compliance will move from

- Enforced compliance TO
- Self compliance TO
- Ethical compliance

The need for shared responsibility in the workplace between workers and management and openness on matters concerning the health and safety of the workers must be stressed in a good Internal Responsibility System.