



**WINDSOR  
UTILITIES  
COMMISSION**

## **Health And Safety Policy**

Windsor Utilities Commission recognizes the importance and contributions of its employees to the organization. To ensure the well being of all employees, the Management team is committed to providing a safe and healthy working environment.

With the assistance of the Joint Health and Safety Committee (JHSC), International Brotherhood of Electrical Workers, Local 636 and the Municipal Health and Safety Association of Ontario, Management will provide education, training, and the tools required for the identification of hazardous conditions to all employees.

Strict compliance with the Occupational Health and Safety Act, OHSAS 18001:2007 International Standard, EUSA Waterworks Operations Guide and all other applicable legislation is expected of all Windsor Utilities Commission employees. Failure to do so will result in disciplinary action being taken. Contractors are also required to comply with all Windsor Utilities Commission policies and procedures as well as all applicable legislation.

Employees are encouraged to contribute to the Health and Safety policies and practices through their immediate supervisor, JHSC, and regular safety meetings. Employees are required to follow Windsor Utilities Commission procedures for reporting accidents, incidents, and hazards.

Management and employees must share the responsibility for working safely, observing rules for safe work practices, complying with legislated requirements, and committing to the prevention of injury and ill health and the continual improvement of the Health and Safety Management System. Employees must take steps to address situations of unacceptable risk or inform their immediate supervisor of such circumstances.

Windsor Utilities Commission strives to be an industry leader in Health and Safety by committing to:

- > A complete audit of the entire Health and Safety Management system at least once a year.
- > Communicating this Policy and the Health and Safety Objectives to all levels of our organization, to our contractors, and to interested external parties.
- > Posting the Health and Safety Policy in all Windsor Utilities Commission locations.
- > Implementing corrective action as well as preventive actions as required.
- > A Management review of the entire system at least once a year.
- > Reviewing and updating this policy yearly to ensure it's continued accuracy.

A partnership in the pursuit of occupational health and safety is the first step towards excellence. This is a goal we all share.

Signed: \_\_\_\_\_

Dated: JANUARY 18, 2010

Title: CHIEF OPERATING OFFICER