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| Health and Safety Policy | Policy Number: PA-401 |
| Last Reviewed: 2019/09/01 | Next Review: 2020/09/01 |

Purpose: Canadian health and safety legislation requires employers to have a health and safety program in their workplace. This written occupational health and safety policy helps promote an effective OHS program. This policy reflects the special needs of our workplace, and will be reviewed and updated annually. This policy communicates a commitment to health and safety.

Policy Statement: The employer and senior management of Pinnguaq Association are vitally interested in the health and safety of its workers. Protection of workers from injury or occupational disease is a major continuing objective.

Pinnguaq Association will make every effort to provide a safe, healthy work environment. All employers, supervisors and workers must be dedicated to the continuing objective of reducing risk of injury. Pinnguaq Association, as employer, is ultimately responsible for worker health and Safety and will make every effort to fulfill its duties under all relevant health and safety legislation, such as taking every reasonable precaution for the protection of workers in the workplace.

Supervisors are responsible and accountable for the health and safety of workers under their supervision. Supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures.

Every worker must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the employer. Workers will receive information, training and competent supervision in their specific work tasks to protect their health and safety. Association employees must communicate with their supervisor if there is ever a point where they feel at risk or that they need additional support.

It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from the Director to the workers.



PO Box 523
Iqaluit, Nunavut
X0A 0H0

87 Adelaide Street
Lindsay, Ontario
K9V 4L4

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