## HEALTH AND SAFETY POLICY

[Organization Name] has a vital interest in the Health and Safety of our workers and recognizes their right to work in a safe and healthy work environment. The protection of workers from injury or occupational illness is our major continuing objective and all Management of [Organization Name] is committed to working collaboratively with workers in the development, implementing, monitoring and continuous improvement of our Occupational Health and Safety Program and OHS performance, in accordance with the Occupational Health and Safety Act (OHS), OHS Code and its regulations and all other applicable requirements.

As [Insert title] of [Organization Name], I give my personal promise to make every reasonable effort to provide a Healthy and Safe work environment for all workers.

Management will promote a workplace Health and Safety culture, develop and review the OHS Program to implement this policy. They will provide the necessary resources to manage the workplace Health and Safety concerns and ensure [Organization Name] policies comply with their legal obligations and standards.

Managers will assist in developing, implementing and enforcing [Organization Name]’s Health and Safety policy and procedures. They also will continuously promote Health and Safety awareness with instruction, information, training and supervision to ensure the safe performance of workers. Managers will cooperate with the Joint Health and Safety Committee in carrying out their responsibilities and duties.

Management will be trained and held responsible for ensuring that the workers, under their supervision, follow this policy. They are accountable for ensuring that workers use safe work practices and receive training to protect their Health and Safety. Management will also ensure the safety of equipment and facilities.

Workers have three basic rights: Right to refuse unsafe work, right to participate in the workplace Health and Safety activities, and right to know about actual and potential dangers in the workplace.

It is the duty of each Worker to report to the management or manager, as soon as possible, any hazardous conditions, injury, accident, or illness related to the workplace. In addition, workers must protect their health and safety by complying with applicable Acts and Regulations and following policies, procedures, rules and instructions as prescribed by [Organization Name].

**Internal Responsibility System (IRS)**

Internal responsibility system is the basis of British Columbia’s Occupational Health and Safety (OHS) Act, Regulation and Code.

The internal responsibility system (IRS) describes that everyone in the workplace is responsible, according to their authority and control, to ensure a healthy and safe workplace.

The purpose of the IRS is to address OHS hazards quickly and internally, and not rely on external enforcement to maintain health and safety standards. The IRS makes health and safety everyone's job, not something that resides with a single worker, HSC members, government or a consultant

Internal responsibility systems:

* contribute to work site safety culture
* establish responsibility sharing and accountabilities
* support increased self-reliance and improved compliance with applicable laws
* promote best practices
* help decrease workplace illnesses and injuries

We recognize that a safe work environment can be established and sustained only through a united effort by all workers and that the assistance of each person is required.

Your attitude and cooperation in promoting accident prevention will assist in achieving our goal and make our company the best place to work.

This policy will be reviewed as often as necessary, but at least annually.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Head of Organization Date