

Policy No.: HR.04

Section: Your Government & People

Policy Title: Health & Safety Policy Statement

Adopted Date: March 2, 2020

Reviewed: January 8, 2025

By-law No.: Resolution #03/02/20 -16; **Confirmatory By-Law No:** 2020 – 039

1. Policy Statement

The Municipality of Kincardine values the health and safety of every individual, and is committed to building, and maintaining, a safe and healthy work environment. The organization will take all reasonable precautions to prevent occupational illness or injury in the workplace and will strive to continually improve health and safety practices.

The Municipality of Kincardine, as an employer, is ultimately responsible for the health and safety of workers while they are at work. We believe that all tasks can be accomplished in a safe manner and in compliance with relevant health and safety legislation. Effective safety policies and procedures will be developed and implemented.

The Management Team and Supervisors are accountable for the health and safety of workers under their supervision and are responsible to ensure that machinery and equipment are safe, workers are properly trained and work in compliance with established safe work practices and procedures.

Workers must protect their own health and safety and the health and safety of others by working in compliance with safe work practices and procedures established by the Municipality of Kincardine. Workers will receive information, adequate training, and competent supervision in their specific work tasks to protect their health and safety. Workers will report unsafe working conditions as soon as they become aware.

Contractors hired to perform work on behalf of the Municipality of Kincardine will protect their safety and that of their workers by working in compliance with all relevant workplace health and safety legislation, safe work practices, and organization policies and procedures

It is in the best interest of all parties to consider health and safety in every activity, every day.