



Technical Heat Treatment Services Ltd.

Safety Manual

STATEMENT OF SAFETY POLICY

Technical Heat Treatment Services Ltd. is committed to the provision of a healthy and safe workplace as stated in the following policy on occupational health and safety:

As the employer, **Technical Heat Treatment Services Ltd.** acknowledges the responsibility for employee workplace health and safety. **Technical Heat Treatment Services Ltd.** is dedicated to the provision of healthy and safe working conditions and the elimination of occupational injury and illness risks.

As President, I promise to enlist all reasonable effective precautions to prevent harm to workers.

Management team members are responsible for and will ensure that the employees, under their supervision, follow this policy. They are also responsible for the provision of health and safety related training and ensuring that employees use safe work practices.

The management team is also responsible to ensure that equipment is in safe operating condition.

The **Technical Heat Treatment Services Ltd.** management team assures its co-operation with any Joint Occupational Health and Safety Committee, or their representative, employees, contractors, owners, and officers to create a healthy and safe work environment. We will work in a spirit of consultation and cooperation. We recognize and respect workers rights to know, refuse and participate.

The employees of **Technical Heat Treatment Services Ltd.** will be required to participate in the development of our health and safety program and to co-operate with the occupational health and safety committee or representative and with others practicing as delegates of authority under the applicable laws. It is each employee's responsibility to report any hazardous conditions, injury, accident or illness related to the workplace to the supervisor or manager, as soon as possible. Employees must also protect their health and safety by compliance to applicable Acts and Regulations and by following policies, safe work procedures, rules and instructions deemed necessary by **Technical Heat Treatment Services Ltd.**

The **Technical Heat Treatment Services Ltd.** safety program is designed to undergo constant refinement and will be officially revised annually through the combined efforts of the management team and the employees.

Signed: 

January 2020