



Occupational Health and Safety Policy No. 2025-XX

Originating Department: Human Resources

SMT Approval Date:

Council in Committee Date:

Recommendation Number:

Council Approval Date:

Resolution Number:

Effective:

Reviewed on:

Amended on:

The Corporation of Haldimand County is committed to provide and maintain a healthy and safe environment for all employees.

At Haldimand County, we value a supportive and respectful workplace, which includes both physical and psychological well-being. We are dedicated to reduce the risk of injury and illness and will comply with all legislative requirements as they apply to the design, operation and maintenance of facilities and equipment.

Haldimand County, as an employer, has a responsibility for worker health and safety. The Corporation, as directed by Council, commits that every reasonable precaution will be taken for the protection of workers. To support this responsibility, Haldimand County and its employees are responsible jointly to implement and maintain the Internal Responsibility System directed at promoting a safety culture that reduce or eliminate foreseeable hazards that may result in personal injuries or illnesses.

Managers and Supervisors are responsible for providing employees with equipment and materials that protect them from workplace hazards as well as for providing instructions, training and supervision required to perform work safely. Managers and Supervisors will be held accountable for ensuring employees comply with the Ontario Occupational Health and

Safety Act and its regulations and also for implementing safety related policies, procedures and practices in the workplace.

Every employee must protect their own health and safety, as well as the health and safety of others, by working in compliance with the law and with safe work policies, practices, and procedures. Each employee must accept responsibility for bringing to the attention of supervisors any condition or practice not in compliance with this policy. All parties are expected to consider health and safety in every activity, including the utilization of volunteer and contracted services.

Haldimand County is committed to comply with the Ontario Occupational Health and Safety Act and its Regulations in every activity as well as to the continual improvement of health and safety management within the organization.

Signed, this _____ day of _____, 2025.

Cathy Case
Chief Administrative Officer

Shelley Ann Bentley
Mayor