

## HEALTH, SAFETY AND WELLNESS POLICY

Hamilton Health Sciences, its Board of Directors, its Executives and its Management Team are responsible to implement and maintain a safe and healthy work environment and culture.

Consistent with the Hamilton Health Sciences Corporate Plan, we are committed to promoting and protecting the physical and mental well-being of all HHS employees, learners, physicians, volunteers and other affiliates working within HHS.

In fulfilling this commitment, we will develop, maintain, evaluate and continually improve our healthy workplace culture and safety management system.

Recognizing that our employees are our most valuable resource, we will meet all legislative requirements as set out in the Occupational Health and Safety Act as a minimum standard and will, at all times, when faced with a health and safety challenge or threat, take precautionary measures to protect staff, patients and the public, even in the absence of public policy or scientific certainty.

We will strive to eliminate any foreseeable hazards that may result in fire, security losses, damage to property, loss to the environment and/or personal occupational injury or illness. We will measure the effectiveness of our safety managements system, and evaluate the physical conditions through regular audits and reviews.

We are committed to the prevention of workplace violence by providing an environment where people feel personally safe and not exposed to undue threat, harassment, abuse or violent situations. Violence and harassment, in any form, including domestic violence and sexual harassment, is a serious infringement upon the rights of the Hamilton Health Sciences community. As such, HHS will make reasonable efforts to prevent and remedy the effects of violence and/or harassment and provide corrective action if/when appropriate.

We will implement innovative leading practices to support ongoing improvements in employee health, safety and well-being.

Supervisors are responsible to ensure that safe and healthy work conditions are maintained in their assigned work area. Supervisors will ensure employees work in compliance with the Act and Regulations, informing them of any actual or potential hazards. Supervisors will take every precaution reasonable in the circumstances for the protection of their employees.

Employees at every level, learners, physicians, affiliates and volunteers have a responsibility to work safely following legislated and employer safe work procedures/practices keeping with Hamilton Health Sciences' mission, vision and values.

We will ensure contracted individuals who provide services to Hamilton Health Sciences will follow all legislated and safe work procedures/practices to promote a healthy and safe working environment.

Maintaining a healthy, safe and supportive work environment is everyone's responsibility.



Rob Maclsaac  
President and Chief Executive Officer

*May 1, 2019*  
Date