

Health and Safety Policy

Podmore Manufacturing Inc.

1. Purpose

Podmore Manufacturing Inc. is committed to ensuring a safe and healthy workplace for all employees, contractors, and visitors. This policy establishes our commitment to workplace safety, accident prevention, and compliance with health and safety regulations.

2. Scope

This policy applies to all employees, contractors, and stakeholders involved in Podmore Manufacturing Inc.'s operations. It covers all facilities, work sites, and job functions across the organization.

3. Health and Safety Commitment

Podmore Manufacturing Inc. prioritizes the well-being of its employees by:

- Providing a safe and hazard-free work environment.
- Ensuring compliance with all relevant occupational health and safety laws.
- Identifying and mitigating workplace hazards through risk assessments and preventive measures.
- Encouraging proactive reporting of safety concerns and incidents.

4. Employee Responsibilities

All employees are responsible for maintaining a safe workplace by:

- Following all health and safety policies and procedures.
- Reporting unsafe conditions or potential hazards immediately.
- Using personal protective equipment (PPE) as required.
- Participating in health and safety training programs.
- Promoting a culture of safety and accountability.

5. Employer Responsibilities

Podmore Manufacturing Inc. will ensure workplace safety by:

- Providing regular health and safety training and education.
- Conducting routine safety inspections and audits.
- Maintaining necessary safety equipment and protective gear.
- Implementing emergency response plans and procedures.
- Investigating all accidents and near misses to prevent recurrence.

6. Risk Management and Hazard Prevention

- Conducting regular workplace hazard assessments.

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- Implementing corrective actions to minimize risks.
- Encouraging a culture of continuous improvement in safety performance.
- Ensuring proper maintenance of machinery, equipment, and facilities.

7. Incident Reporting and Investigation

- All incidents, accidents, and near misses must be reported immediately.
- Thorough investigations will be conducted to determine root causes and prevent future occurrences.
- Corrective and preventive measures will be implemented accordingly.

8. Emergency Preparedness

- Emergency response plans and procedures will be established and regularly reviewed.
- Employees will receive training on fire safety, first aid, and evacuation procedures.
- Emergency drills will be conducted periodically to ensure preparedness.

9. Continuous Improvement

- Health and safety policies will be reviewed annually and updated as necessary.
- Feedback from employees and stakeholders will be considered to enhance safety practices.
- Podmore Manufacturing Inc. will strive for continuous improvement in health and safety performance.

10. Policy Approval

This policy has been approved by the executive management team and is effective as of [Effective Date].