



PINNACLE LOGISTICS SOLUTIONS

HEALTH & SAFETY POLICY

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HEALTH & SAFETY

1.0 CORPORATE HEALTH & SAFETY POLICY

Pinnacle Logistics Solutions is committed to providing a safe workplace environment and the prevention of occupational illness and injury.

In fulfilling this commitment, we will provide and maintain a safe and healthy work environment that is in compliance with legislative requirements, acceptable industry practices, and any policies developed by PLS management. We will strive to eliminate any unsafe working conditions or foreseeable hazards which could result in illnesses/injuries to employees, damage to property, fires, or security losses.

Keeping a safe and healthy work environment is a direct responsibility of all managers and employees of PLS.

All supervisors are responsible to ensure that a safe and healthy work environment is maintained in his/her assigned work area.

1.1 HEALTH SAFETY & ENVIRONMENTAL POLICIES

To help ensure the success of our Health, Safety, and Environmental (HSE) program, Pinnacle Logistics Solutions has implemented the policies listed below. These policies, or any updates or corrections to these policies (due to changes in legislation or conditions), will be reviewed on a regular basis. These policies are developed to protect our employees and all who enter PLS offices or property, and against any negative impact, injuries, or incidents.

1.2 POLICIES

1.2.1 Communication & Continuous Improvement

The management of PLS will meet with all employees regularly to discuss our safety program, review policies and any new updates, solicit new ideas to improve safety, and reinforce our commitment to Health and Safety of all PLS employees.

Monthly workplace Health and Safety Meetings will be attended by employees and members of management and will provide employees with the opportunity to address concerns they may have about our health and safety program.

To strengthen our commitment to safety, management at PLS will update our safety plan, as appropriate, and share that information in the monthly workplace safety meetings.

PLS management will provide detailed orientation to all new employees using memos and updates to the Health and Safety Policies as soon as practical.

PLS management will provide regular feedback to all employees on individual compliance with the Health and Safety Policies or other workplace behavior.

PLS management is responsible for providing a safe work environment; however, workplace health and safety is every employee's responsibility. All employees will make the effort to inform visitors of our safety policies and requirements.

1.2.2 Violence, Discrimination, and Harassment

PLS recognizes that any violence, harassment, or discrimination compromises the integrity of employee relationships and threatens an employee's wellness and productivity in the workplace.

PLS is committed to providing a safe and positive work environment where every employee is safe and treated with dignity and respect. Every effort will be made to ensure that no employee in our workplace is subjected to discrimination or disrespectful behaviour from visitors, other employees, or supervisors.

Any incident of violence, discrimination, or harassment should be reported to management immediately for investigation. Any employee that witnesses any violence, discrimination, or harassment on PLS property will report the incident to management.

PLS management will review and investigate the allegations and make any needed recommendations for disciplinary or corrective action.

1.2.3 Drugs and Alcohol

PLS is committed to protecting the Health and Safety of our employees, customers, and the public. Therefore, PLS has adopted an alcohol and drug policy. Substance abuse in the workplace (e.g., alcohol, illegal drugs, or chemicals) compromises the safety of PLS employees, general public, environment, and the security of company operations and is strictly prohibited.

The company encourages employees that have an alcohol or substance abuse issue to seek help through a substance rehabilitation program. It is the responsibility of the employee to notify management when seeking help or guidance with drug or alcohol-related issues.

1.2.3 Environmental

All PLS employees are expected to follow any existing or enacted legislation to preserve the environment. Employees should contact a member of management for any immediate concerns about environmental issues. Management will provide opportunities to discuss the work environment during monthly safety meetings.