



**The Riverwood Conservancy
Health and Safety Policy**

The Riverwood Conservancy (TRC) is committed to the health and safety of all its staff and volunteers. Protection of staff and volunteers is an important and continuing objective. TRC management will make every reasonable effort to provide a safe and healthy working environment.

As employer, TRC is ultimately responsible for the health and safety of its staff and volunteers during their employment and volunteer work with us. The TRC Board of Directors has mandated that TRC take every reasonable and necessary precaution to ensure the protection of our staff and volunteers and program participants.

TRC will manage its Health and Safety Program in accordance with the Province of Ontario Occupational Health and Safety Act. TRC health and safety rules and safe working practices are outlined in our Health and Safety Program, Staff Reference binder, Volunteer Handbook, Board Orientation binder and other specific program handbooks.

Management is responsible for the health and safety of other employees under their supervision, and staff are responsible for the health and safety of other staff and volunteers under their supervision.

Management is responsible for ensuring that all equipment is safe and that staff and volunteers are trained in the use of any equipment and work in compliance with legislative requirements and established safe work practices.

All staff and volunteers are entitled to adequate training and supervision in their specific work assignments for the purpose of protecting their health and safety. TRC management will provide staff and volunteers with training and training updates to meet the requirements outlined by law and in our Health and Safety Program.

Staff and volunteers must protect their health and safety and that of their co-workers by working in compliance with the law and with the safe work practices established by TRC.

TRC will require that all contractors ensure their workers are in compliance with all legislated requirements and our Health and Safety Policy.

It is in the best interest of everyone to consider health and safety a priority in every activity. Commitment to health and safety is an integral part of TRC at all levels and functions.

Chair, Board of Directors

Executive Director

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Board Reviewed: January 1, 2015
Board Reviewed: January 18, 2016

Board Reviewed: January 22, 2018
Board Reviewed: February 25, 2019