

# **CONVOY LOGISTICS PROVIDERS LTD.**

## **Health and Safety Policy**

At **CONVOY LOGISTICS PROVIDERS LTD.**, we place the utmost importance on the health, safety and well-being of our employees and others who may be affected by our work. It is our responsibility to achieve and maintain a safe and healthy working environment. We have developed a Health & Safety Program to promote workplace safety and control unsafe working conditions.

### **CONVOY LOGISTICS PROVIDERS LTD.:**

- Believes that it is responsible to incorporate health and safety principles into all phases of our operations and emphasize these as integral components of prudent business practice.
- Understands that the responsibilities for workplace health and safety must extend to all workplace parties (senior management, front line management and employees) in the workplace.
- Recognizes that accident prevention and quality of working life must continue to be an essential part of our business operations and as such, will empower each individual to actively participate in the company Health & Safety Program.
- Accepts the concept that the causes of accidents and illnesses can be controlled and the occurrence of personal injuries can be further reduced and is therefore committed to the prevention of occupational illness and injury in the workplace.
- Will continue to support the efforts of the Employee Health and Safety Representative.
- Will comply with the Occupational Health and Safety Act and regulations.
- Recognizes that it is the responsibility of all employees to work in accordance with the practices and procedures set forth in the Health and Safety Program, in addition to the applicable legislative requirements.
- Recognizes that it is the responsibility of all employees to report all hazards as well as unsafe acts / conditions.
- Recognizes the responsibility of all company supervisors to ensure that safe and healthy work conditions are maintained.
- As outlined in our Return to Work Program, will endeavor to offer modified work to those employees who have sustained injury or illness with a view to facilitate their rehabilitation and to safely return them to their pre-injury job function as soon as they are capable.

The success of our organization depends on our reputation to provide a quality product and service in a safe and timely manner. Health and safety must be incorporated into all facets of our operations.

Through open lines of communication, objective discussions and cooperation between employees, supervisors, management, the Employee Health and Safety Representative and other outside parties, our objectives of a workplace free of hazards, injury and illness can and will be achieved.

# **CONVOY LOGISTICS PROVIDERS LTD.**

## **Environmental Policy**

At **CONVOY LOGISTICS PROVIDERS LTD.** we consider the protection of the environment to be a consideration in all of our business activities. We share the responsibility for managing natural resources effectively and efficiently and we recognize that this is essential for the long-term success of our business and the long-term preservation of our community.

**To meet our environmental responsibilities CONVOY LOGISTICS PROVIDERS LTD. will:**

- \* Integrate the consideration of environmental concerns and impacts into our decision making and activities.
  - \* Meet and where appropriate exceed environmental legal requirements.
  - \* Implement appropriate training programs for our employees, who have the obligation to abide by company environmental procedures and policies. Where the employee fails to abide by these procedures or policies, he or she will be disciplined accordingly.
  - \* Reduce the use of all raw materials, energy, and supplies.
  - \* Reduce pollution, emissions and waste resulting from our company operations.
  - \* Actively promote recycling internally.
  - \* Actively enhance our environmental performance by encouraging our employees to adopt environmental values.
  - \* Make every reasonable effort to protect the environment.
  - \* Develop and maintain appropriate emergency and hazard response programs.
  - \* Communicate our environmental commitment to clients and suppliers and encourage them to support it.

Our environmental initiatives will be proactive and dynamic to meet the changing needs encountered in our workplace.