



Horwood's Home & Community Support Services Inc.

OH&S Policy Statement

As the governing body of Horwood's Home & Community Support Services Inc. takes the responsibility for the health and safety of the staff and organization very seriously. We embrace our health and safety responsibilities and make every effort to meet our legal duties for the health and safety of employees and others affected by the Support Services activities.

I, Joan Horwood am responsible for implementing and maintaining a health and safety management system and for the organizational arrangements necessary to fulfill the requirements of this policy. I will strive to protect workers from injury and illness related to work; and I will provide the resources necessary to keep the workplace healthy and safe. To fulfill this commitment I will make every effort to follow the industry standards and complying with OH&S legislation. A healthy and safe workplace will be created in consultation and cooperation with management and workers, in particular the health and safety representative/designate or committee.

This policy applies to all employees and management. It is a fundamental principle that such a working environment should be safe and without risks to health, and it is imperative that all parties follow the requirements of this policy.

Every employee must protect his/her health and safety and the health and safety of other employees by following legislative requirements and safe work practices and by reporting unsafe conditions they observe.

This company wants managers and employees to commit to the achievement of the aims of this policy. The provision of a healthy and safe working environment is central to Horwood's Home & Community Support Services Inc. and the commitment to the development of a Positive Working Environment

The senior management team leads by example in communicating and promoting this policy and will seek continuous improvement in health and safety performance. Horwood's will consult with the Occupational Health & Safety Committee for advice.

It is vital that, as part of a positive health and safety culture, managers are equipped with the knowledge, competence, confidence and capacity to deal effectively with health and safety issues in support of Horwood's Home Care.

This OH&S policy will be reviewed on an annual basis and revised as necessary.
Revised March 2015

Signed: *Joan Horwood*

Date: *March 14, 2015*