

# CITY OF PETERBOROUGH HOLDINGS INC.

## HEALTH AND SAFETY

Reference File: H45

### POLICY

The City of Peterborough Holdings Inc. (CoPHI) and all of its subsidiaries are committed to protecting the health and safety of our employees, customers, contractors, suppliers and the communities we serve. We believe that all workplace injuries, diseases and accidents are considered unacceptable and preventable and we will promote continual improvement toward a zero injury workplace.

The Peterborough Utilities Group and IBEW Local 636 are committed to working together in accordance with the following principles:

-Everyone is entitled to a healthy and injury free work environment where health, safety and wellness are accepted as a personal responsibility and where each employee is accountable for ensuring the health and safety of their co-workers, the public and themselves.

-Everyone has a responsibility to identify, anticipate and report potential hazards in accordance with reporting protocols. (eg. using hazard identification forms). The appropriate individuals responsible will take corrective action where necessary to prevent occupational injury and accidents.

-Management is responsible for providing the supervision, training, education, tools, personal protective equipment and procedures necessary to adequately protect the health and safety of workers and the public.


-Contractors and suppliers will be held accountable for complying with all relevant Occupational Health and Safety legislation.

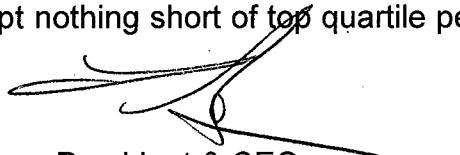
-The selection process for contractors and suppliers will explicitly take into consideration, to the fullest extent practical, their commitment to and experience in providing a safe work environment.

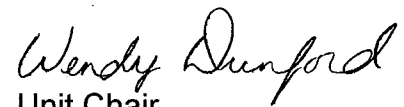
-Regular evaluation and reporting of health and safety issues and performance will be incorporated into the management system and will include annual reviews by both the Board of Directors and the appropriate employee representatives as well as the Joint Health and Safety Committee.

### RATIONALE

Ensuring appropriate health and safety is in the best interests of our employees and the public, and is sound business. The Peterborough Utilities Group will seek continuous improvement and accept nothing short of top quartile performance within our WSIB rate group.

  
Chair  
CoPHI

  
President & CEO  
Peterborough Utilities Group

  
Unit Chair  
IBEW Local 636