

## Workplace Violence Policy Statement

The management of Reimar Forming & Construction is committed to the prevention of workplace violence and is ultimately responsible for worker health and safety. We will take whatever steps are reasonable to protect our workers from workplace violence from all sources. Workplace violence is defined as:

- An attempt to exercise physical force against a worker in a workplace, that could cause physical injury to the worker; and a
- Statement or behavior that a worker could reasonably interpret as a threat to exercise physical force against the worker, in a workplace, that could cause physical injury to the worker.

Violent behavior in the workplace is unacceptable from anyone and Reimar expects that everyone uphold this policy and work together to prevent workplace violence.

Reimar has a workplace violence *program* that implements this policy. It includes measures and procedures to protect workers from workplace violence, a means of summoning emergency assistance and a process for workers to report incidents or raise concerns.

Reimar, as the employer, will ensure this policy and the supporting program are implemented and maintained and that all workers and supervisors have appropriate information and instruction to protect them from violence in the workplace.

Supervisors will adhere to this policy and the supporting program. Supervisors are responsible for ensuring that measures and procedures are followed by workers and that workers have the information they need to protect themselves.

Every worker must work in compliance with this policy and the supporting program. All workers are encouraged to raise any concerns about workplace violence and must report any violent incidents or threats.

Management pledges to investigate and deal with all incidents and complaints of workplace violence in a fair and timely manner, respecting the privacy of all concerned as much as possible.



Mike Martins  
President  
C. 905-971-2376

MAR 1 2013  
Date:



Carlos Reis  
Vice President  
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## Workplace Harassment Policy Statement

The management of Reimar Forming & Construction is committed to providing a work environment in which all individuals are treated with respect and dignity.

Workplace harassment will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. Managers, supervisors, and workers are expected to uphold this policy, and will be held accountable by the employer.

Workplace harassment means **engaging in a course of vexatious comment or conduct against a worker in the workplace – a comment or conduct that is known or ought reasonably to be known to be unwelcome.** This may include:

- Making remarks, jokes or inuendos that demean, ridicule, intimidate, or offend;
- Displaying or circulating offensive pictures or materials in print or electronic form;
- Bullying;
- Repeated offensive or intimidating phone calls or emails; or
- Inappropriate sexual touching, advances, suggestions or requests.

This policy is not intended to limit or constrain the reasonable exercise of management functions in the workplace.

Workers are encouraged to report any incidents of workplace harassment.

Management will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting workers' privacy as much as possible.



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## Health & Safety Policy Statement

Management of REIMAR FORMING & CONSTRUCTION is vitally interested in the health & safety of every employee. Protecting employees from workplace injury is our main objective. Every worker has a right to work in a healthy and safe environment and return from work in good health every day. As such, every reasonable effort will be made by REIMAR to ensure that the health & safety of our workers is protected at all times.

Developing and maintaining a safe and healthy workplace is everyone's responsibility, from senior management, to supervisors, to workers and subcontractors.

All workers must work in compliance with the Occupational Health and Safety Act, all applicable regulations, with the practices and procedures established by REIMAR, and the policies of our customers. Supervisors and Foremen will be held accountable for the health and safety of workers under their supervision and will enforce compliance with the Act, Regulations, and our company policy.

Commitment to health and safety is an integral part of this company. Our goal is zero lost time accidents. To achieve this, we all must work together to keep safe work our highest priority.

A handwritten signature in black ink, appearing to read "Mike Martins".

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A handwritten signature in black ink, appearing to read "Carlos Reis".

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