

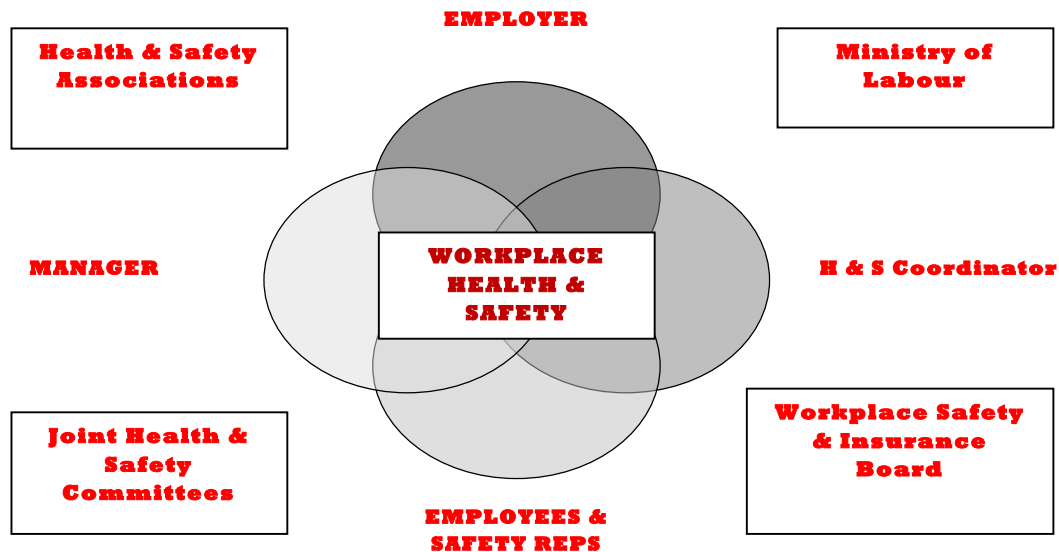
# HEALTH & SAFETY

## **OUR MESSAGE IS VERY CLEAR**

Ferrell Builders' Supply Limited has been involved in Accident Prevention since its inception in 1971. Our philosophy is that the overall well-being of our company depends on the Health and Safety of our employees. This will be accomplished by providing and maintaining a safe and healthy work environment and by working with the Joint Health and Safety Committee and Safety Representatives.

Every employee of Ferrell also has the right to employment, which is free of harassment or violence in the workplace. Within Ferrell and on any related business activity outside of Ferrell, harassment and all forms of violence are critical Health and Safety concerns and fall within our unwavering and focused commitment to the Internal Responsibility System and our overall Health and Safety program. Our employees are trained and committed to better serve the needs of any of our employees, customers and contractors with disabilities. The provincial government in Ontario encourages a Labour/Management partnership. All of our employees, our customers, contractors, students, visitors, and volunteers will be held accountable for implementing this policy and safety program to ensure a Safe and Healthy workplace.

### THE INTERNAL RESPONSIBILITY SYSTEM



#### **A message from the President:**

I trust that all of you will join me in a personal commitment to making Ferrell Builders' Supply Ltd. a leader in Health and Safety, in business and in the community.

**AFTER ALL SAFETY IS EVERYBODY'S BUSINESS!**

At Ferrell Builders' Supply Ltd. everyone has direct responsibility for health and safety as an essential part of his or her job. It does not matter who or where the person is in the organization, he or she is required to take initiative on health and safety issues and work together to solve problems which will improve our performance. This is done both singly and co-operatively between all employees at all levels of the organization. One of the personal responsibilities of the company President is to ensure that the entire system of direct responsibility for the health and safety within this company is established, promoted and continually improved upon over time. Successful implementation of our Health and Safety Management System will result in progressively longer intervals between accidents or work-related illnesses.

Compliance with legislation and the protection of employees from injury and occupational disease is a continuing concern and we are committed to striving to maintain a safe and healthy work environment through daily implementation, observations, monitoring and enforcing compliance with our Health and Safety Management System.

As an employer, we are responsible for worker health, safety and well-being and are committed to providing a workplace without illnesses, injuries or fatalities. The company and its management will take all reasonable steps to prevent personal injury and to maintain workplace health and safety. To achieve this we include health and safety concerns in all our organizational activities through ongoing consultation and interaction with our Joint Health and Safety Committee or the Health and Safety Representative. We also have a proactive hazard recognition program along with immediate follow up on any safety concerns. Doing an annual review of our Health and Safety Management System is another aspect of our program.

We strive to have a workplace which prohibits discrimination, harassment and violence. Violent and harassing behaviour can have lasting and damaging effects on the quality of life for anyone and will not be tolerated. Each person is responsible for his or her own health and safety and must work in compliance with the legislation and with the company's established policies, procedures, standards, safety rules and rules of conduct.

Through the Accessibility for Ontarians with Disabilities Act, 2005, the province is becoming more accessible for people with disabilities. Under the act, accessibility standards are being developed. These are the rules that Ontario businesses and organizations must follow to break down barriers for people with disabilities. We will provide the training to all employees, and others who work with us and on our behalf with a view to ensuring that they are familiar with our policies, practices and procedures for providing persons with disabilities with goods and services. This training will be provided to all existing staff at the time this policy is implemented and for new employees when they commence their orientation process. Upon request you can refer to Ferrell's AODA Training Module for further compliance requirements. While recognizing the history of discrimination against persons with disabilities in Ontario, being accessible to customers with disabilities isn't just the right thing to do anymore..... " IT'S ALSO THE LAW ". By changing attitudes and environments in the private and public sectors and by developing, implementing and enforcing accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises together we can become a safer more accommodating society.

Ferrell Builders' Supply Ltd. is also very active in the community, donating to such charitable organizations such as St. Joseph's Health Care Foundation, Canadian Mental Health Association, City Kidz, Ronald McDonald House, Habitat for Humanities, Heart and Stroke to mention a few. We sponsor many children's activities and sporting events. We continue to work with Ontarians with Disabilities by allowing people with challenges to participate in supervised work activities. We participate in "bring your child to work day". We also play an active role with our local University programs by allowing students to monitor work activities from an ergonomic stand point. We are a member in good standing with the Safety Group IHSA.

Our Rymal, Fonthill, London, and Waterloo Landscape divisions also carry Safety supplies as follows:

- 3M masks and respirators
- High visibility vests
- Hard Hats
- Work gloves
- Safety Glasses - clear and smoked
- Earplugs and hearing protection
- Rain suits
- Caution tape
- Vests - 30030797
- Pylons