

Health and Safety Policy

RDC's management is committed to providing a safe and healthy work environment for all employees. We want to ensure each worker goes home in the same condition they came to work in. The idea of "production vs. safety" must give way to the vision of "safe production." Balancing these two priorities tends to enhance both, while letting either one triumph over the other can damage the organization.

RDC understands that managing health and safety requires the entire team to cooperate and communicate dynamically at all levels. The following are key signs of a progressive safety culture that RDC will monitor:

- Encouraging diversity of opinions and for people to voice concerns/disagreements.
- Keeping the discussion on risk alive. Talking about it daily and purposely.
- Deferring to experts as required. ex. The person doing the task and/or industry experts.
- Ensuring everyone feels comfortable to say STOP.
- Breaking down barriers between hierarchies and departments. Encouraging a flat organization.
- Always seeking opportunities to improve.
- Having pride in workmanship for all tasks.

RDC recognizes our worker's right to a healthy and safe workplace along with the following:

1. The Right to **Know** the hazards in the workplace (WHMIS and physical hazards).
2. The Right to **Participate** in the health & safety Program – JOHSC, Inspections and hazard assessments.
3. The Right to **Refuse** unsafe work or ask for further training without fear of disciplinary action.

RDC recognizes that the responsibilities for health and safety are shared and require a spirit of cooperation: all workplace parties are responsible and will be held accountable for health and safety.

(A full list of responsibilities is found on pg 6-8 in RDC's Health & Safety Program Manual)

- **The employer (RDC)** accepts the ultimate accountability for the health and safety program, for its effectiveness and improvement, as they empower the time and resources to be allocated to safety tasks. RDC is responsible to ensure employees are aware of what they are accountable and responsible for.
- **The Supervisors** are held accountable for developing the proper attitudes toward health and safety in themselves and in those they supervise (workers and contractors), and for ensuring/enforcing that all operations on their sites are performed with the utmost regard for the health and safety.
- **Workers (including Sub-Contractors)** held accountable for wholehearted, genuine cooperation with all aspects of the health and safety program, including compliance with rules and requirements, and for speaking up when they have a concern.

RDC's objective is a health & safety program that will reduce the number of injuries and illnesses to an absolute minimum. We will accomplish this by adhering to our health and safety program, which involves:

- ✓ Providing mechanical and physical safeguards to minimize uncontrolled energy sources.
- ✓ Conducting inspections and hazard assessment to find and eliminate substandard working conditions and practices, to control health hazards, and to comply fully with the safety laws and standards of every job.
- ✓ Developing and enforcing health and safety rules.
- ✓ Providing training in health and safety best practices for construction activities.
- ✓ Providing personal protective equipment and instruction for its use and care.
- ✓ Investigating every incident, promptly and thoroughly, to find out what caused it and to make improvements in the system so that it will not happen again.

It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of RDC Fine Homes, from the president to all employees.

Sincerely,



Bob Deeks, President, RDC Fine Homes, June 2nd 2021