

Table of Contents

5.0 Hazard Assessment	2
5.1 Hazard Assessment Policy	2
5.1.1 Hazard Reporting Standard	3
Site Specific Hazard Assessments Daily Form Version (SSHA)	4
Site Specific Hazard Assessments Daily Checklist Version (SSHA)	5
Site Specific Hazard Assessments for Transport/Gravel Trucks (SSHA)	6
Site Specific Hazard Assessments Multiday Checklist Version (SSHA)	7
Site Specific Hazard Assessment Customer Form Approval Sticker (SSHA)	9
5.1.2 Completing Hazard Assessments	9
5.2 Formal Job Hazard Assessments	7
5.2.1 Critical Task List	7
5.2.2 Job Inventory with Hazard Analysis	8
5.2.3 Formal Hazard Assessments	58
5.3 Harassment & Violence Prevention Policy	62
5.3.1 Harassment & Violence Prevention Procedure	63
5.4 Drug & Alcohol Policy	65
5.4.1 Recreational Cannabis	69



5.0 Hazard Assessment

5.1 Hazard Assessment Policy

In order to outline Wild West Dirt Works Ltd. and Glacier Rock Resources Inc.'s objective and expectations for all bodies working within operations, all workers shall utilize the assessment, identification and controls of workplace hazards and risk.

In general, our company's Hazard Identification and Assessment initiatives examine:

- 1. The people (employees, subcontractors, visitors, customers, etc.) involved.
- 2. The environment we work in.
- 3. The materials we work with.
- 4. The equipment and tools we use.

In this way, our proactive initiatives allow us the opportunities to recognize, evaluate and control the various types of physical, chemical, ergonomic and biological hazards that may be present in our work environment.

The company is committed to ensuing that hazards are assessed and eliminated or controlled. This will be achieved through the use of formal hazard assessments and site-specific hazard assessments.

Formal Hazard Assessments will be used to assess all positions in the company, conducted at minimum annually by trained personnel. Formal Hazard Assessments will be conducted when there are new operations, work processes, equipment, product or materials introduced. A formal hazard assessment will also be conducted when there is an operational change (including a change at the worksite), or when new hazards are identified in a site-specific hazard assessment, inspection or incident investigation.

Site Specific Hazard Assessments will be used to assess all tasks performed in the field or in shop, including temporary or mobile worksites and those not owned by the company. Those affected trained workers will conduct site-specific hazard assessments with involvement from the site supervisor at the beginning of the job and re-assessed if the conditions change (including addition of new workers) and before non-routine tasks are performed.

All hazard assessments must be documented and communicated to all personnel concerned during pre-job tool box talks. The companies believes that by involving workers in hazard assessments, and reviewing them with employees, valuable training in hazard recognition can be achieved.

la

Monty Cissell, President July 5, 2023

Corporate Health and Safety Management System Modification Date: July 5 2023



5.1.1 Hazard Reporting Standard

Employees and subcontractors are expected and required to report worksite hazards to their immediate supervisor or senior management. Hazard reporting can be verbal or written. Hazard reporting may also be completed on paperwork that is not issued by the company. The importance is that a hazard assessment has been completed and documented by the affected workers and retained by the company.

Verbal Reporting

To report a hazard verbally, workers should follow the following process:

- 1. Contact your immediate supervisor and provide a description of the hazard and its location.
- 2. Identify the risks or possible risks that the hazard may present to you and others.
- 3. Identify the control measures that must be taken to reduce or remove the hazard and the interim actions/precautions that are required.

Written Formal Hazard Reporting

To report a hazard in writing, workers should complete the Hazard Report Form to document a description of the hazard, include in your report.

- 1. The location of the hazard,
- 2. A description of the details of the hazard.
- 3. The corrective action that is required.
- 4. Identify if you have verbally reported this hazard and who you reported it to.

Site Specific Hazard Assessment (SSHA)

Site Specific Level Hazard Assessments should be completed with affected workers pre-job, prior to performing new tasks or when the work process or site changes. SSHA are required to be completed at company locations as well as temporary/mobile worksites and those not owned by the company.

- 1. Each Site Specific Hazard Assessment must include the task, potential hazards and controls implemented (i.e. working alone, travelling, wild life, etc.)
- 2. A copy is to be forwarded to Operations Manager/HSE Coordinator for review and signed off
- 3. Files are to be maintained at office location.

Note: Copies of hazard assessments completed in the field with company workers on the provided form or checklist version SSHA. **Client provided SSHA are also an acceptable method to conduct Site Specific Hazard Assessments,** provided they meet company hazard reporting standards listed above. Copies must be maintained at the office.



Site Specific Hazard Assessments Daily Form Version (SSHA)

		SITE	SPECIFIC HAZARD ASS	ESSMENT		
iteC	lient		Job ID			
ent Representative	_					
ergency Meeting Location		_				
Please identi	DIRT WOR	WES	T	SIT	E SPECIFIC H	AZARD ASSESSMENT
TASKS	IA Date	Cli	ient		_Job ID _	
	Client Representative		Task Loca	ition (LSD & Near	rest Town)	
	Emergency Meeting L			•		
			y and prioritize all tasks an plans to control/elimina		ssociated with ea	ach task and the
		1000	Risk & Hazard Ider	tification and	Control	
	TASKS	Н	AZARDS	PRIORITY	PLANS T	O ELIMINATE/CONTROL
Was anyone notified of the p	aci.					
				·).		
Has PPE been Inspected: YE		+				
Has Pre-Use Inspection of To		+				
Imminent Danger - causing dea occupational illness, loss of fac Serious - severe injury/illness, p equipment damage	ro					
Minor - non-serious injury, illne Not Applicable N/A	is,		sing risk? YES NO NO What Items:	If YES, who?		
	Has Pre-Use Inspec	tion of Too	ls/Equipment been comple	ted? YES NO		
Workers Name	_			y Ranking		
WUKEISINAIIIE	 Imminent Danger - occupational illness 			A. Probable - likely	to occur immediat	ely or soon
	2.Serious - severe inju			8. Reasonably Pro	bable - likely to or	cur eventually
	equipment damage			. Remote - could	occur at some poir	ıt
6 H	3.Minor - non-serious 4.Not Applicable N/A		s, or damage		ote - unlikely to oc	
s a follow-up required? YI What actions were taken?	S 4.Not Applicable N/A	8		. Extremely Rem	ote - uninkely to ou	- Cui
	-					
Reviewed By:	Workers Nan	ne	Workers Signature	endees Worke	rs Name	Workers Signature
			0#	ice Lice Only		
	Is a follow-up requ What actions were			ice Use Only Da	te of follow-up:	
	Reviewed By:		Signatu			Date:

Corporate Health and Safety Management System Modification Date: July 5 2023



Site Specific Hazard Assessments Daily Checklist Version (SSHA)

Date	780-897-7880	SITE SPECIFIC Client		ZARD ASSESSMENT				
	on:	Muste	-	nt:				
	st Hospital: Grande Prairie Vall			Contact: 911 Supervisor Nam	•:			
Vork	Description:							
		inguisher 🖸 First Aid Kit 🗅 Fir	st Aids	er on Site 🗖				
		Weather						
		LIGHTENING CI SNOW CI ICE CI F	06 🗖	SMOKE/DUST D EXCESSIVE	TEMP DOTHER			
		devices, tie downs, signage, dust con						
	ather Reassessments:			,,,,,				
Che	ck the required PPE for the ta	sks listed: Check Comp	leted:					
	EARING PROTECTION	EYE PROTECTION Pre-Use In	spect	spected for wear, cleanliness tion of Tools/Equipment has be	een completed			
	HARD HAT D H25 MONITOR	HI VIS GEAR Transport	Pre-T	rip Inspection, Visual Vehicle of edures and Safe Job Procedure	or Equipment Inspection			
_		zard & Control			zard & Control			
	General Safety Precautions	Identified? Hazards: slips and	\vdash	Have all WHMIS, TDG and G	round Disturbance (including			
	trips, falls, pinch points, liftin bystanders, fatigue, wildlife,	traffic, Covid 19, fire or explosions		underground locates) requir Property Damage, Utility dar	nage, personal injury, fire,			
	Controls: daily housekeeping	additional lighting, location of		chemical burns Controls: SD:	5's reviewed, secure loads,			
	adequate workload, Automa	nics, visual inspection, ensure tic shut offs, fire extinguishers		placquards and certifications services, worker training, fire	extinguishers, spill kits			
		Road and weather conditions, e. flat tire, violence & harassment		New workers/Contractors or personal injury, Violence & H				
	Controls: Tire pressure gauge	es in vehicles, anti-lock brakes,		Company/client orientation,	on the job training, safe work			
	seatbelts, airbags & mirrors. inspection, Logbook, SWP, lo	Pre-Trip Inspection, visual ad securement, walk around,		practices and procedures, ce	rtification, company policy review			
	driver certification, sober, de devices	fensive driving, no hand held						
-	Are you operating equipment	nt (PME)? Hazards: Property	\square	Servicing and Repairing Equi	pment Hazards: Muscle Strain,			
	damage, rollover, personal in Controls: Guards and rails, m	njury, bystanders, pinch points nirrors back up alarms, seat belts,		Personal Injury, Spills, fire Co defective tools, lockout/tag	ntrois: hoists and lifts, SWP, out, ergonomics, mounting &			
	rollover protection, SWP, wa	Ik around, Safe Operating		dismounting, fire extinguishe	rr, spill kit			
	Procedure, Operators Manua equip), refueling safework pr	al (load rating, proper use of rocedures, user training, hand			is required? Hazards: Personal s: Safeguards, user training, lock			
	signals, equipment is being u	used for design of purposed work		out/tag out, safe work practi Items Locked out				
	Attach/Detach Trailer or PM	E Attachment Hazards: Pinch	\square	Are there any biological or c	hemical hazards or Harmful			
	points, suspended loads, equi Spotters, eye contact with by		Substances present and/or will you be REFUELING? Hazards: spills, chemical burns, fire Controls: Automatic shut off nozzle					
		signals, equipment maintenance	review and follow SDS sheets, spill kits, proper handling & disposal, eye wash station, SWP, SIP, no sparks, no cell					
				phones, placquards	wr, ar, no spans, no can			
	Equipment Haul Hazards: Lo	ading & Unioading Equipment, ines Controls: Permits, truck &		Will you be Welding, Cutting Personal injury Controls: Too	and Grinding? Hazards: al guards, specialized nozzles,			
	trailer load capacity rating, to	raining in Equipment Operation,		SWP, PPE: eye protection, fa	ce shield, welding helmet, leathe			
	load securement, backup ala	e contact, clean deck, tools secure	gloves, coveralls					
-	Gravel/Product Haul Hazard	s: working around bystanders &	\vdash	Will Granes, Hoists or Lifting	Devices, rigging and slings,			
	equipment, loose product, o	verhead lies, loading & unloading ces, SJP, operate equipment within		cables, ropes or chains be us property damage, personal in	ed? Hazards: Faulty equipment, nury, bystanders Controls			
	load limit, eye contact, two-	way radios, Mirror & video		Equipment inspection, Barrie	rs, SWP, operating within			
	surveillance, SWP, hand sign cover, level loading/unloading	als, signage, no cell phones, roll 18		signals	/user certification, and hand			
	Will you be Digging or Baske	ting Trees? Hazards: Pinch points,		Working Alone Hazards: viol injury Controls: PPE, check in	ence & harassment, Personal			
	utilities Controls: Back up ala	, underground and overhead arms, mirrors, tree markers, hand		intervals, review emergency	response procedure, identify			
	signals, barricade open holes use of spotter	s, ground disturbance, line locates,		nearest hospital or medical a or two-way radio	id, access to cellular phone and			
-	Traffic Control Hazards: We		\vdash	Anyone with allergies or me				
	Harassment, dehydration Co SWP, orientation & flagger to	ntrols: signage, radios, airhorn, raining, transportation laws, hi-vis		site? Hazard: all failure Controls: Emergency	ergic reaction, diabetic low, hear Response Plan, First Aid Kit (epi-			
	clothing	Review Hazard & Controls		pen) avail. Notify Supervisor,	first aid attendant.			
	Reassessment: List Task and	Review Hazard & Controls		Tailgate Meeting Notes:				
		, , , , , , , , , , , , , , , , , , , ,						
of R d	LSE interded Action	follow to realized: Q Ye	s 🖬 no	0 N	oriored By:			



Site Specific Hazard Assessments for Transport/Gravel Trucks (SSHA)

RUCK NO.: DAILY TASKS Heards: Exp Controls: PPE suspended in	INC. 69482 RANGE ROAD 262, CR TRAILER NO:		ART TIME:	Days longer than 1	DRIVER: END TIME: Thours or 160km radius require i				
AUCK NO.: DAILY TASKS Heards: Exp Controls: PPE suspended in			SAT TIME:	Days longer than 13		and bench			
DAILY TASKS Pre-Trip Inspe Hazards: Exp Controls: PPE suspended lo	TRAILER NO:	D NO TRAILER OD			needs of recent recents require i	09 D00k			
Pre-Trip Inspe Hazards: Exp Controls: PPE suspended to			OMETER ST	TART:	END:				
Pre-Trip Inspe Hazards: Exp Controls: PPE suspended to		DAILY HAZARD ASSES	SMENT	& REASSESSME	NT				
Hazards: Exp Controls: PPE suspended lo			RI	EASSEMSSMENTS					
distracted of Controls: Saf conditions, n workpises, r, Driving, seat Working Alon Hazards: Viol Controls: PFF response pro and or Two-4 Hazards: Pin Controls: Spe Practice & Pr Gravel/Produ Hazards: Wo Joading & un	ssure to moving vehicles, ground , visually assess work area, eye co ad. d conditions, weather, wikidife, ot wing e. Work Fractices, Safe Job Proced: band heid device, fabigue man low driving rules & regulations, to let e. e. & harassment, Personal injur, d medi in with supervisor at regulace edure, identify nearest hospital ray radio 	ntact with operators, stay clear of ner traffic, fatigue, muscle strain, ures, Be alert, drive to current gement, drug and sicohol free ske breaks as required. Defensive y printervats, review emergency r medical aid, access to cellular pho contact with by-standards, Safe wor rr ment, loose product, overhead line		Refueling Heards: Ground Conditions, spliting fuel, fire, fumes, absorption into skin Controls: Auto Shuk off nozzie, tank vent, on/off value, SWP SiP, No sparks, No phones, Review Emergency Response Plan, Emergency Spill response plan, fire retardsnt clothing, weather appropriate clothing, know location of fire extinguishers and spill kits. Presence of H2S or WHMIS Controlled Products Hazards: H2S, Exposure to Chemical or Biological Hazards, Spills Controlis: Training in H2S, WHMIS training, H4S Monitor Spill Kit, Emergency Response Procedures Vehicle Breakdown, Tire Repair, Chain Up Hazards: Working on side of road, weather conditions, slippery conditions, tripping hazards, us/waverd politons Controls: Trining, h4SS, loy/Sippery Roads, Heavy Sleet or Rain Controls: Trining, h4SS, loy/Sippery Roads, Heavy Sleet or Rain Controls: Turing to safe area until weather clears, slow down, Be Alert, fatigu management, take breaks as required. Maintain regular contact with superviso OTHER TASK Hazard::					
Controls: Per operation, lo	ting & Unloading Equipment, Uns	city Rating, Training in Equipment meras, mirrors, inspections, hand		OTHER TASK Hazard: Control: Personal Protective Equipment Requirements Emergency Respon:					
SAFE WORK PRACTI	:ES & SAFE JOB PROCEDURES	REVIEWED		Hard Hat Safety Glasses Hearing Protection	Coveralls Hi Visibility Gear Hearing Protection H25 Monitor Other: Other:	Fire Ext First Air Valleyvi Grande Other:	tinguisher d Kit ospital: iew		
		DAILY A	CTIVIT	TY LOG		BIL	LUNG		
TIME ODOMETER	CUSTOMER	DELIVERY	LOCATION		PIT TICKET	HRS	KMS		
1									



Site Specific Hazard Assessments Multiday Checklist Version (SSHA)

	WHLD & WEST DIAT WORKS LTD. 780-897-7880	SITE SPECIFIC HAZARD ASSESSMENT Mark with a ✓ hazards related to tasks identified. Review & discuss	s controls listed. Indicated additional controls as required. Review and sign daily.
Loo	ent:cation:uster Point:	 General Safety Hazards: slips and trips, falls, pinch points, lifting/bending, muscle strain, bystanders, fatigue, wildlife, traffic, Covid 19, fire or explosions Controls: daily housekeeping, additional lighting, location of first aid 	Servicing and Repairing Equipment, Welding, Cutting & Grinding Hazards: muscle strain, personal injury, spills, fire, burns Controls: hoists and lifts, SWP, defective tools lockout/tag out, ergonomics, fire extinguisher, spill kit, guards
GLA RÔ		SITE SPECIFIC HAZARD ASSESSMENT Mark with a \checkmark hazards related to tasks identified. Review & discuss cont	rols listed. Indicated additional controls as required. Review and sign daily.
osest Hosp	t: pital: Grande Prairie/Valleyview/ Response: First Ald Kit/Fire Ext/First Alder	 General Safety Hazards: slips and trips, falls, pinch points, lifting/bending, muscle strain, bystanders, fatigue, wildlife, traffic, Covid 19, fire or explosions Controls: daily housekeeping, additional lighting, location of first aid equipment, ergonomics, visual inspection, ensure adequate workload, automatic shut offs, fire extinguishers Operating a Vehicle Hazards: Road and weather conditions, other drivers, wildlife, fatigue, breakdown, violence & harassment Controls: Tire pressure gauges, anti-lock brakes, 	 Servicing and Repairing Equipment, Welding, Cutting & Grinding Hazards: muscle strain, personal injury, spills, fire, burns Controls: hoists and lifts, SWP, defective tools lockout/tag out, ergonomics, fire extinguisher, spill kit, guards, face shield, welding helmet and gloves. Are power & small hand tools required? Hazards: Personal injury, electrocution Controls: safeguards, user training, lockout tag out, SWP LOCK OUT Tag: Are there any biological or chemical hazards or harmful
DE Date:	SCRIPTION OF WORK TO BE DONE	seatbelts, airbags & mirrors. Pre-trip inspection, visual inspection, logbook, SWP, load securement, walk around, driver certification, sober, defensive driving, no handheld devices Operating Equipment (PME) Hazards: Property damage, rollover, personal injury, bystanders, pinch points Controls:	substances present and /or will you be REFUELING? Hazards: spills, chemical burns, fire Controls: automatic shut off, review and follow SDS sheets, spill kits, proper handling and disposal, eye wash station, SWP, SJP, no sparks or cell phones, placards Have all WHMIS, TOG and Ground Disturbance (including underground locates) Overhead Powerline requirements
)ate:	Task Reassessment	mounting & dismounting 3 point contact, Guards and rails, mirrors, back up alarms, seat belts, rollover protections, SWP, walk around, Safe Operating Procedure, Operators Manual (load rating, proper use of equip), refueling SWP, user training, hand signals, equipment is being used for design of proposed work	 been met? Hazards: Property damage, utility damage, personal injury, fire, chemical burns Controls: SDS's reviewed, secure loads, placards and certifications, locates, disconnection of services, worker training, fire extinguishers and spill kits New Workers/Contractors onsite? Hazards: bystanders.
Date:	🗖 Task 🛛 Reassessment	Attach/Detach Trailer or PME attachment Hazards: pinch points, suspended loads, equipment damage Controls: spotters, eye contact with bystanders, backup alarms, cameras, mirrors, SWP, hand signals, equipment maintenance	personal injury, violence & harassment Controls: Company/client orientation, on the job training and competency assessments, safe work practices and procedures, certification, company policy review annually Have wind and weather hazards been considered?
Date:	Task Reassessment	Equipment Haul Hazards: Loading & Unloading equipment, unsecured loads, overhead lines Controls: permits, truck & trailer load capacity rating, training in equipment operation, load securement, backup alarms, cameras and mirrors, inspections, hand signals, eye contact, clean deck, tools secure	CLEAR WIND RAIN LIGHTENING SNOW CE FOG MOME/OUST EXCESSIVE TEMP Controls: Chains, erosion control devices, tie downs, signage, dust control, hydration, shade, Appropriate PPE, monitor direction of wind, abs brakes
Date:	🗖 Task 🔲 Reassessment	Gravel/Product Haul Hazards: working around bystanders & equipment, loose product, overhead lines, loading & unload Controls: park as fae distances, SJP, operate equipment within load limit, eye contact, two-way radios, mirror & video surveillance, SWP, hand signals, signage, no cell phones,	Will Cranes, Hoists or Lifting Devices, Rigging, Slings, Cables, Ropes or Chains be used? Hazards: Faulty equipment, property damage, personal injury, bystanders Controls: Equipment inspection, barriers, SWP, operating within equipment load rating, crane/user certification, hand signals
Date:	Task Reassessment	rollover protection, level loading/unloading I will you be Digging or Basketing Trees? Hazards: pinch points, back strain, open excavation, underground and overhead utilities Controls: Back up alarms, mirrors, tree markers, hand signals, barricade open holes, ground disturbance line alarbane were of a construe	 Working Alone Hazards: violence & harassment, personal injury Controls: PPE, check in with supervisor at regular intervals, review emergency response procedure, identify nearest hospital or medical aid, access to cell phone/radio Is anyone with allergies or medical conditions on site?
Date:	Task Reassessment	disturbance, line locates, use of a spotter Traffic Control Hazards: weather, traffic, violence & harassment, dehydration Controls: signage, radios, airhorn, SWP, orientation & flagger training, transportation laws, hi-vis clothing	Hazard: allergic reaction, diabetic low, heart failure Controls: Emergency Response Plan, first aid kit (epi-pen and glucose tablets) available. Coworkers are aware of those with conditions/allergies.





WILD & WEST	•		C HAZARD ASSESSMENT azards related to tasks identified.	Review & discuss control:	i listed. Indicated addit	ional controls as required. Review	and sign daily.
780-897-7880		Worker B	articipation SSHA and Rea	ssacemants	Worker	Participation SSHA and Rea	seasements
Check the appropriate PPE for the tasks listed:		Date	Name & Signature	ssessments	Date	Name & Signature	ssessments
						_	
BOOTS COVERALLS GLOVES HEARING PROTECTION EYE PROTECT							
HARD HAT H2S MONITOR							
OTHER:							
PPE has been inspected for wear, cleanliness and p	roper						
use by all workers (required)	- open						
Safe Work Procedures & Safe Work Practices Review							
Pre-Use Inspection of Tools/Equipment been comp (ie. Transport Pre-Trip Inspection, visual vehicle inspection)							
documented equipment inspection) (required)	,						
Tool Box Talk (Date & Notes)							_
GLACIER							
	SITE SPECIFIC		SESSMENT asks identified. Review & discuss co	ontrois listed indicated of	iditional controls or rea	wired. Review and sinn daily	
RESOURCES	HUN WICH C ¥ M	aconus relatea to b	iono memigreu, neview a alculos co	which and instear indicated ad	weather contents as req	unco, nenew and sign daily.	
NE SOURCES	Worker D	articination se	HA and Reassessments	Works	r Participation SS	A and Reassessments	ı —
Check the appropriate PPE for the tasks listed:	Date	Name & Signa		Date	Name & Signal		
BOOTS COVERALLS GLOVES HEARING PROTECTION EYE PROTECTION				1			
HARD HAT H2S MONITOR HI VIS GEAR OTHER:							
PPE has been inspected for wear, cleanliness and proper							
use by all workers (required)							
Safe Work Procedures & Safe Work Practices Reviewed Pre-Use Inspection of Tools/Equipment been completed							
(ie. Transport Pre-Trip Inspection, visual vehicle inspection,							
documented equipment inspection) (required)							
Tool Box Talk (Date & Notes)	<u> </u>						
Tool box Talk (Date & Hotes)							
				1			
				1			
OFFICE USE Recommended Action:	Follow-up requir	ed? 🛛 YES 🗖	NO	Reviewed By			
	Follow-up Date &	& Action:		Position: Sup	ervisor / Manageme	ent	

Corporate Health and Safety Management System Modification Date: July 5 2023



WILDOWES

HS Supervisor Review/Approval:

Site Specific Hazard Assessment Customer Form Approval Sticker (SSHA)

Approval stickers indicating a health and safety supervisor, or management have reviewed client issued site specific hazard assessment forms and that hazards have been identified and controls implemented at the worksite.

÷

Customer Hazard Assessment Reviewed on:



Customer Hazard Assessment Reviewed on:

Health & Safety Hazards have been Identified & Controlled, at the worksite.

HS Supervisor Review/Approval:

5.1.2 Completing Hazard Assessments

Health & Safety Hazards have been Identified & Controlled, at the worksite.

Hazard Types

A hazard is defined as any circumstance or condition which poses the risk of an accident or injury (incident)

Physical Hazards

Physical hazards may be defined as any physical object, item, or process that is capable of causing an immediate or cumulative physical injury. Examples include, but are not limited to:

Excessive noise. Excessive vibrations. Obstructed or restricted access/egress. Unguarded equipment or machinery. Slippery/wet surfaces. Protruding objects. Hot or cold surfaces/substances. Poor illumination. Poor ventilation. Defective tools. Exposed electrical wiring/sources. Poor workplace design and layout

Chemical Hazards

Any chemical substance that is capable of causing bodily harm, disease, illness or death or is capable of causing a change in a person's behavior or a decrease in their mental alertness.

Biological Hazards

Biological hazards can be defined as any biological substance that is capable of causing an allergic reaction, disease or illness. Biological hazards are normally confined to specific occupations such as medical personnel, emergency service personnel, people who prepare, handle or package food, people who work with plants and animals and people who have physical contact with the soil. BE SURE that when you are exposed to ANY chemical or biological substance that you DO NOT exceed the ceiling limits listed in schedule 1, Table 2 of the



OH & S Guide at any time without respiratory equipment. Example: When working in a H2S environment, you must not be exposed to a level of 15 ppm or higher without respiratory equipment at any time.

Psychological Hazards

Any workplace situation that is capable of causing physiological or psychological stress or undue stress to any part of the body's anatomy. Examples include, but are not limited to:

Unbalanced work & rest cycles.	Violence
Poorly organized shift rosters.	Fatigue
Harassment and bullying	Mental Stress
Stress	

Risk Assessment Guide

New tasks identified must determine the level of risk associated with the assignment before starting work. Risk is calculated by taking the severity of potential outcome and multiplying it by the probability of incident occurrence. Once risk has been classified, then a priority on actions of control can be implemented. The risk assessment guide can be found below or on the Field Level Hazard Assessment.

Severity of Potential Outcome

The severity of potential outcome is determined by the degree of severity the hazard could pose. It is broken down into five (4) stages:

- 1. Imminent Danger Causing Death or loss of faculties
- 2. Serious Sever injury or illness, medical aid, property damage over \$5000
- 3. Minor Non-serious injury, first aid, illness or damage under \$5000
- 4. Not Applicable

Probability Occurrence

The probability/likelihood of incident occurrence is determined by the likelihood of an unwanted event occurring. It is broken down into five (5) categories.

- A. Probable Likely to occur immediately or soon
- B. Reasonably Probable Likely to occur eventually
- C. Remote Could occur at some point
- D. Extremely Remote unlikely to occur



Hazard Controls

Once a hazard has been assessed and the risk has been determined, hazard controls can be evaluated for implementation. Hazard controls are identified in the following operation:

Elimination or substitution – Hazards are controlled by eliminating the potential for an event or substituting it with another task.

Engineering Controls – Engineering being the most effective method as they isolate or remove the hazard at the source. Engineering controls can include:

- Isolation (a locked structure)
- Enclosure (installing a guard on moving machinery)
- Containment (spill containment)
- Limitation (automatic shutdown device)

Administrative Controls – Administrative controls being the second preferred method of control due to managerial action. Administrative controls can include:

- Health surveillance programs.
- Job rotation.
- Restricted areas.
- Personnel training.
- Safe work permits system.
- Safe work guidelines.
- Safety rules.
- Company polices and authorization procedures.

Personal Protective Equipment – When engineering and/or administrative controls have been implemented, personal protective equipment (PPE) can be reviewed and used in order to reduce any remaining risk. Personal protective equipment does not control the hazard at the source, but does reduce the risk posed to the worker.



5.2 Formal Job Hazard Assessments

5.2.1 Critical Task List

Tasks within each of the outline positions in the company organizational chart have been analyzed to determine and evaluate the level of risk associated with them.

The risks associated with regards to each of these tasks are controlled through elimination and substitution, engineering, administrative and personal protective equipment, or a combination of the later three.

Taala	Priority		SJP	SW	Developed	Reviewed	Reviewed	Reviewed	Reviewed
Task	Ranking	JHA	SJP	Р	Ву	Ву	Ву	Ву	Ву
Operating a Vehicle	1A	с	с	с	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell, Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Operating Equipment	1A	с	С	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Refueling	1B	С	С	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Servicing & Repairing Equipment	2В	с	С	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Welding/Grinding	2B	с	с	с	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Attaching Attachments	2B	с	с	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Loading & Unloading Equipment	2B	с	с	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Loading Aggregate	2B	с	с	с	W Wohlgemuth April 2019				K Cissell, Julie Radomske July 5 2023
Operating Scales	3A	с	с	с	W Wohlgemuth April 2019				K Cissell, Julie Radomske July 5 2023
Spade Tree, Digging Trees	2B	с	с	с	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Traffic Control	2C	с	с	с	K Cissell, Julie Radomske July 5 2021			K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Working Around People During Pandemic	2C	с	С	с	K Cissell, Julie Radomske Feb 1 2021			K Cissell, Julie Radomske Sept 3 2021	K Cissell, Julie Radomske July 5 2023
Labouring	ЗА	с	с	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
Basketing Trees	3A	с	с	С	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	M Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023

Corporate Health and Safety Management System Modification Date: July 5 2023



Computer Use	3B	С	с	с	Katherine & Monty Cissell Sept 15 2017	K Cissell Sept 1 2018	K Cissell Mar 17 2020	K Cissell, Julie Radomske July 5 2021	K Cissell, Julie Radomske July 5 2023
--------------	----	---	---	---	----------------------------------------------	--------------------------	--------------------------	---------------------------------------------	---------------------------------------------

**Reviewed Critical Task List and Redesign of Job Inventory July 19 2022, Monty Cissell Warren Wohlgemuth, Katherine Cissell

5.2.2 Job Inventory with Hazard Analysis

The following are training documents for Inventoried job tasks that include responsibilities, critical tasks, training, and personal protective equipment related to each worker.

Each positions breakdown of critical tasks are meant to determine and evaluate the level of risk associated with them. Defined in this section are the tasks. Section 5.2.3 defines each critical task in detail as many critical tasks are performed by many positions in the company.

	President & Managing Directors	Controller, Office Manager	Senior/Project Manager/VP Operations	Project Supervisor	Health & Safety Supervisor	Office Administrator	Equipment Operator	Transport /Gravel Truck Drvier	Mechanic	Labourer	Traffic Controller	Scale House Operator
Operating a Vehicle	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark		\checkmark	\checkmark	\checkmark		\checkmark	
Operating Equipment	\checkmark		\checkmark	\checkmark			\checkmark	\checkmark	\checkmark			
Refueling	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark		\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	
Servicing & Repairing Equipment			\checkmark	\checkmark			\checkmark	\checkmark	\checkmark			
Welding/Grinding			\checkmark	\checkmark			\checkmark	\checkmark	\checkmark			
Attaching Attachments			\checkmark	\checkmark			\checkmark	\checkmark	\checkmark			
Loading & Unloading Equipment			\checkmark	\checkmark			\checkmark	\checkmark	\checkmark	\checkmark		
Loading Aggregate				\checkmark			\checkmark	\checkmark				
Operating Scales				\checkmark			\checkmark	\checkmark				\checkmark
Spade Tree, Digging Trees			\checkmark	\checkmark			\checkmark					
Traffic Control											\checkmark	
Working Around People During Pandemic	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Labouring			\checkmark	\checkmark			\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	

Corporate Health and Safety Management System Modification Date: July 5 2023



Basketing Trees			\checkmark	\checkmark			\checkmark			\checkmark	
Computer Use	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark		\checkmark	\checkmark		\checkmark

Please note that one worker may hold more than one position in the company. Also the identified position of Sub-contract worker may duplicate the job inventory of any specific role on the chart. For example a Subcontract Equipment Operator would Review the job inventory of the Equipment Operator.

President & Managing Director

Senior Management, Owner

Job Responsibilities

- Establish a Health & Safety System
- Show support & commitment
- Provide a safe working environment
- Maintain the program & enforce health and safety policies
- Ensure proper training or workers is available
- Ensure proper PPE is available and used

- Ensure Regular Inspections are conducted
- Ensure First Aid Treatment is available
- Review hazard assessments, inspections, and investigations
- Ensure compliance with legislation
- Report injuries to WCB and OHS if necessary
- Set a good Example

Job Tasks

- Communicate management's policies and procedures to all staff and ensure that they are comprehended and followed.
- Organize duties with the controller to make certain that all records are properly maintained.
- Ensure that all employees and contractors are adhering to municipal by-laws, as well as federal and provincial statues and regulations.
- Tour worksites on a quarterly basis to conduct employee/contractor evaluations of Health and Safety Compliance.
- Tour worksites to discuss Health and Safety issues as a means of communication with employees/contractors.
- Analyze and approve the salary and bonus/incentive plans for all employees.
- Work alongside employees and/or independently.
- Evaluate management team & company operations.
- Establish rate schedules & Sales Opportunities

Required Training

None



Optional Training

Legislation Awareness Standard First Aid

PPE

While visiting the worksite, Owners and Directors should wear PPE applicable to the job site. Most often this would include High Visibility Vest and Steel Toed Boots.

Formal Hazard Assessment; President & Managing Directors

Risk Factor	Critical Task List
1A	Operating a vehicle
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3B	Computer Use

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
C	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Tasks			After Controls
Related Hazards			
1A; Operating a Vehicle	e	·	
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
		Safety, Load Securement, Fatigue Management,	

Corporate Health and Safety Management System Modification Date: July 5 2023



unsecured load, vehicle		Journey Management, Vehicle Operators Manual,	
breakdowns.		Working Alone.	
Task Health Hazards:		Preventative Maintenance and inspection	
Exposure to extreme		schedules	
weather conditions,		Orientation: driver abstracts review.	
heat stress, fatigue,		Transportation Laws and Legislation	
muscle strain, working		PPE: Proper eyewear, appropriate footwear,	
alone.		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1B; Refueling Equipme	nt		
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,		Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote
Task Health Hazards:	Reasonable	Spill Response	
Fumes, absorption of	Probable	PPE: Fire retardant coveralls, weather appropriate	
fuel.	11000000	clothing, steel-toed boots and gloves.	
		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2B; Working Around P		lemic	
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious	ill	Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand	
		hygiene PPE: Masks	
		Implementation of Control: Health & Safety Co-ordinator	
3B; Computer Use, Dat	a Entry & Filing		
Task Safety Hazards:		Engineering: Ergonomic chairs, computer	Severity: 3
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor
and falls.		footrest.	
Task Health Hazards:	Probability: B	Administrative: Safe Work Practices &	Probability: C
Muscle strain,	Reasonably	Procedures: Office Safety	Remote
circulatory problems,	Probable	Implementation of Control: Health & Safety	1.0000
are fations compal		Co-ordinator.	
eye fatigue, carpal tunnel syndrome		co ordinator.	



Controller, Office Manager

Responsibilities

- Establish a Health & Safety System
- Show support & commitment
- Provide a safe working environment
- Maintain the program & enforce health and safety policies
- Ensure proper training or workers is available
- Ensure proper PPE is available and used

- Ensure Regular Inspections are conducted
- Ensure First Aid Treatment is available
- Review hazard assessments, inspections, and investigations
- Ensure compliance with legislation
- Report injuries to WCB and OHS if necessary
- Set a good Example

Tasks

- Maintenance of general office environment including electronic equipment and software, inventory of supplies and assisting with customer inquiries.
- Conduct and/or facilitate company management meetings.
- Manage administrative support duties including organizing accounts payable and receivables statements, filing systems, personal accounts and maintain vendor accounts.
- Document and implement office policies, standards and procedures.
- Maintaining registrations and business licenses, security licenses and certifications.
- Liaison for professional services, lawyer, accountant, insurances, web design, IT, advertising, and promotional services.
- Financial administration management and delegation to administration staff.

Required Training

None

Optional Training

Legislation Awareness Standard First Aid

PPE

No PPE is required at any office location. However, when visiting a worksite, PPE identified for that worksite should be worn.



Formal Hazard Assessment – Controller, Office Manager

Risk Factor	Critical Task	
1A	Operating a vehicle to and from work	
2B	Refueling Equipment & Vehicles	
2C	Working Around People During a Pandemic	
3B	Computer Use	

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Tasks			After Controls
Related Hazards			
1A; Operating a Vehicl	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	

Corporate Health and Safety Management System Modification Date: July 5 2023



1B; Refueling Equipme	nt		
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,	C	Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote
Task Health Hazards:	Reasonable	Spill Response	
Fumes, absorption of	Probable	PPE: Fire retardant coveralls, weather appropriate	
fuel.	Tobuble	clothing, steel-toed boots and gloves.	
		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2B; Working Around P		lemic	
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious	ill	Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand	
		hygiene	
		PPE: Masks	
		Implementation of Control: Health & Safety	
		Co-ordinator	
3B; Computer Use, Dat	a Entry & Filing		
Task Safety Hazards:	Severity: 3	Engineering: Ergonomic chairs, computer	Severity: 3
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor
and falls.		footrest.	
Task Health Hazards:	Probability: B	Administrative: Safe Work Practices &	Probability: C
Muscle strain,	Reasonably	Procedures: Office Safety	Remote
circulatory problems,	Probable	Implementation of Control: Health & Safety	ACHIOIC
eye fatigue, carpal	11000010	Co-ordinator.	
tunnel syndrome			



Management

Project Manager, Senior Manager, GRR VP Operations

Job Responsibilities

- Establish a Health & Safety System
- Show support & commitment
- Provide a safe working environment
- Maintain the program & enforce health and safety policies
- Ensure proper training or workers is available
- Ensure proper PPE is available and used
- Ensure Regular Inspections are conducted
- Ensure First Aid Treatment is available
- Review hazard assessments, inspections, and investigations
- Ensure compliance with legislation
- Report injuries to WCB and OHS if necessary
- Set a good Example

Job Tasks

- Communicate management's policies and procedures to all staff and ensure that they are comprehended and followed.
- Organize duties with the controller to make certain that all records are properly maintained.
- Ensure that all employees and contractors are adhering to municipal by-laws, as well as federal and provincial statues and regulations.
- Participate in employee/contractor evaluations of Health and Safety Compliance.
- Discuss Health and Safety issues as a means of communication with employees/contractors.
- Manage client projects and worksites
- Work alongside employees and/or independently.
- Evaluate team & company operations.

Required Training

None

Optional Training

Legislation Awareness Standard First Aid

PPE

While at the worksite, Management should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots.



Formal Hazard Assessment – Management; Project Manager

Risk Factor	Critical Task
1A	Operating a vehicle
1A	Operating Equipment
2B	Refueling Equipment & Vehicles
2B	Equipment & Vehicle, Repair & Servicing
2B	Loading & Unloading Equipment
2B	Digging Trees
2B	Loading Aggregate
3A	Operating Scales
2 C	Working Around People During a Pandemic
2C	Traffic Control
3A	Labouring
3A	Basketing Trees
3B	Computer Use

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme			

Corporate Health and Safety Management System Modification Date: July 5 2023



weather conditions,		Preventative Maintenance and inspection	
heat stress, fatigue,		schedules	
muscle strain, working		Orientation: driver abstracts review.	
alone.		Transportation Laws and Legislation	
		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1A; Operating Equipme	ont	Co-ordinator	
		Enternation Construction in the internet	G
Task Safety Hazards:	Severity: 1	Engineering: Guards and rails, equipment	Severity: 3
Getting in and out of	Imminent	gauges, mirrors, backup alarms, H2S monitoring	Minor
machine, changing	Danger	systems.	
attachments, people in		Administrative:	Probability: C
blind spots, burns from	Probability: A	Emergency Response Plan,	Remote
hot equipment,	Probable	Safe Work Practices & Procedures including:	
dropping supplies with		Operator-Safe Operating Procedure, Installing	
equipment, working in		Dozer Blade, Mounting and Dismounting	
tight areas, loading		Equipment, Quick Attach Attachments, Working	
trucks, overhead &		Around People, Working in Tight Areas, Noise	
buried lines.		Exposure Procedure, Working Near Overhead	
Task Health Hazards:		Powerline, Working Near underground lines,	
Exposure to extreme		Working Alone, hand signals, danger zones,	
weather conditions,		ground disturbance.	
heat stress, H ₂ S		Equipment Operators Manual	
exposure, fumes,		Preventative Maintenance and inspection	
constant loud noises		schedules	
while running		Safety Tickets: H ₂ S Alive, WHMIS, TDG,	
equipment, working		Ground Disturbance	
		PPE : Hard hat, fire retardant coveralls,	
alone.		appropriate clothing for weather conditions,	
		safety glasses, gloves, steel toed boots and ear	
		protection.	
		Implementation of Control: Operations	
		Manager	
1B; Refueling Equipme	nt	······································	
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	1,20001
& falls, spilling fuel,	Dunger	Safe Work Practices & Procedures Fueling	Drobabiliter C
fire.		Equipment (no sparks or cell phones), Emergency	Probability: C
Task Health Hazards:	Probability: B	Spill Response	Remote
Fumes, absorption of	Reasonable	PPE: Fire retardant coveralls, weather appropriate	
fuel.	Probable	clothing, steel-toed boots and gloves.	
1001.		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2R. Fauinmont & Vak	ala Danain & Same		<u> </u>
2B; Equipment & Vehi	cie, Repair & Serv	icing	



Task Safety Hazards: Pinch points, mounting and dismounting equipment, slips trips & falls, broken sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, absorption of fuel, heat stress.	Severity: 2 Serious Probability: B Reasonable Probable	Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Mounting and Dismounting Equipment, Maintenance & Repair of Equipment, Defective Tools, Working with Hydraulics, lockout tagout PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations Manager.	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
2B; Loading & Unloadi	ng Equipment	· · · ·	
Task Safety Hazards: Attachments falling, pinch points, slips trips and falls, bystander, other equipment, unsecured loads, load to heavy.	Severity: 2 Serious Probability: B Reasonable Probable	Engineering : backup alarms, cameras, mirrors, hitch pins, trailer rating. Administrative : Safe Work Practices & Procedures: Mounting and Dismounting Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone.	Severity: 3 Minor Probability: C Remote
Task Health Hazards: Exhaust fumes, heat stress, exposure.		PPE : Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control : Operations Manager	
2B; Digging Trees	ſ	1	ſ
Task Safety Hazards:Attachments/treesfalling, pinch points,slips trips and falls,bystanders, otherequipment and objects,nearby holes, flyingdebris, unbalancedload.Task Health Hazards:Exhaust fumes, heatstress, working alone.2B; Loading Aggregate	Severity: 2 Serious Probability: B Reasonable Probable	Engineering: backup alarms, cameras, mirrors, tree markers, dual tires, electronic controls. Administrative: Safe Work Practices & Procedures: Mounting and Dismounting Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone, Dig/Spade Trees, exposure & heat stress. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
Task Safety Hazards:	Severity: 2	Engineering : backup alarms, cameras, mirrors,	Severity: 3
Task Safety Hazards:Attachments falling,pinch points, slips tripsand falls, bystander,other equipment,unsecured loads, loadto heavy, unevengroundTask Health Hazards:Exhaust fumes, heatstress, exposure.	Severity: 2 Serious Probability: B Reasonable Probable	Engineering: backup alarms, cameras, mirrors, hitch pins, trailer rating. Administrative: Safe Work Practices & Procedures: Pit Management, Mounting and Dismounting Equipment, Inspections, Load Securement, Loading Dump Truck, hand signals and eye contact, danger zone. PPE: Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Supervisor	Severity: 3 Minor Probability: C Remote



3A; Operating Scale			
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors.	Severity: 3
Slips trips and falls,	Minor	Administrative: Safe Work Practices &	Minor
moving vehicles,		Procedures: Pit Management, Operating Scales,	
unsecured loads,	Probability: A	hand signals and eye contact, danger zone.	Probability: C
Task Health Hazards:	Probable	PPE: Hard Hat, High Visibility Coveralls, Steel	Remote
Exhaust fumes, heat	TTODUDIE	Toed Boots, hearing protection, and Safety	Kemole
stress, exposure,		Glasses	
wildlife		Implementation of Control: Supervisor	
2B; Working Around P	eople During Pand	lemic	
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious	ill	Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand	
F		hygiene	
		PPE: Masks	
		Implementation of Control: Health & Safety	
		Co-ordinator	
2C; Traffic Control			
Task Safety Hazards:	Severity: 2	Engineering: Signage/Traffic Control Devices,	Severity: 3
Traffic conditions,	Serious	Radio communication devices, Airhorn	Minor
weather conditions,		Administrative:	
wildlife, motorists,	Probability: C	Safe Work Practices & Procedures: Traffic	Probability: C
slips, trips	Reasonable	Control, Fatigue Management, Working Alone.	Remote
Task Health Hazards:	Probable	Orientation; Transportation Laws and Legislation	
Exposure to extreme		PPE: High Visibility Coveralls/Hat, appropriate	
weather conditions,		footwear, weather appropriate clothing	
heat stress, fatigue,		Implementation of Control: Health & Safety	
muscle strain, working		Co-ordinator	
alone.			
3A; Labouring			
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
and falls other		Administrative: Safe Work Practices &	
equipment, flying	Probability: A	Procedures: Working alone, lifting and bending,	Probability: C
debris, lifting.	Probable	exposure & heat stress.	Remote
Task Health Hazards:		PPE : Coveralls, Steel Toed Boots, hearing	
Extreme weather, heat		protection, and Safety Glasses	
stress, working alone.		Implementation of Control: Operations	
		Manager	
3A; Basketing Trees			
Task Safety Hazards:	Severity: 3	Engineering : backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
- men points, sups uips	1111111		1111101



and falls other equipment, flying debris, lifting, underground lines. Task Health Hazards: Extreme weather, heat stress, noise.	Probability: A Probable	Administrative: Safe Work Practices & Procedures: Lifting and bending, exposure & heat stress, Ground Disturbance, noise exposure. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager	Probability: C <i>Remote</i>
3B; Computer Use, Dat	a Entry & Filing		
Task Safety Hazards:	Severity: 3	Engineering: Ergonomic chairs, computer	Severity: 3
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor
and falls.		footrest.	
Task Health Hazards:Muscle strain,circulatory problems,eye fatigue, carpaltunnel syndrome	Probability: B Reasonably Probable	Administrative: Safe Work Practices & Procedures: Office Safety Implementation of Control: Health & Safety Co-ordinator.	Probability: C <i>Remote</i>



Supervisor

Responsibilities

- Promote health and safety awareness through hazard assessments.
- Establish a safe work plan.
- Instruct workers "the safety way"
- Reinforce safe behavior.
- Detect troubled employees.
- Correct substandard acts and conditions.

- Inspect for hazards.
- Enforce safety rules.
- Ensure proper equipment and tool use and maintenance.
- Investigate all accidents/incidents.
- Comply with legislation.
- Set a good example.

Tasks

- To supervise and evaluate worksites.
- Recommend procedures for staffing requirements, customer concerns, equipment requirements and equipment maintenance.
- Provides guidance and leadership in initiating quality improvements
- Ensure that standards are maintained for equipment, tools and operating policies.
- Ensure employees understand and follow safe work procedures.
- Ensure the proper and scheduled maintenance, report and inspections of tools and equipment.
- As a team member with field personnel, trouble shoot operational issues on a daily basis.
- Work alongside employees and/or independently.

Required Training

None

Optional Training

Legislation Awareness Standard First Aid

PPE

While at the worksite, Supervisors should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots.

Corporate Health and Safety Management System Modification Date: July 5 2023



Formal Hazard Assessment; Supervisor

Risk Factor	Critical Task
1A	Operating a vehicle
1A	Operating Equipment
2B	Refueling Equipment & Vehicles
2B	Equipment & Vehicle, Repair & Servicing
2B	Loading & Unloading Equipment
2B	Digging Trees
2B	Loading Aggregate
3A	Operating Scales
2C	Working Around People During a Pandemic
2C	Traffic Control
3A	Labouring
3A	Basketing Trees
3B	Computer Use

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	/linor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
		Working Alone.	

Corporate Health and Safety Management System Modification Date: July 5 2023



Task Health Hazards: Exposure to extreme weather conditions, heat stress, fatigue, muscle strain, working alone.Preventative Maintenance and inspection schedules Orientation: driver abstracts review. Transportation Laws and Legislation PPE: Proper eyewear, appropriate footwear, weather appropriate clothing Implementation of Control: Health & Safety Co-ordinator 1A: Operating Equipment Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, droppins yupplies with equipment, working in tight areas, loading trucks, overhead & Exposure to extreme weather conditions, heat stress, H ₂ S exposure to extreme weather conditions, heat stress, H ₂ S exposure, fumes, constant loud noises while running equipment, working alone.Severity: 1 Imminent probability: A Probability: A Probability: A Probability: A Probability: A Probability: A Probability: A Provedure, Morking in tight areas, loading trucks, overhead & Powerline, Working Near Overhead Powerline, Working Near Overhead Powerline, Working Near Overhead Powerline, Working Near Overhead Powerline, Morking Near Overhead Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesSeverity: 3 Minor 1B: Refueling Equipment upper conditions, Slips tripsSeverity: 1 Engineering: Automatic shut off nozzle, tank ManagerSeverity: 3 Minor 13: Operatory Resource (Ground Disturbance) PIPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementa				
weather conditions, heat stress, fatigue, muscle strain, working alone.Orientation: driver abstracts review. Transportation Laws and Legislation PPE: Proper eyewear, appropriate footwear, weather appropriate clothing Implementation of Control: Health & Safety Co-ordinatorIA; Operating EquipmentEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Probability: A Probability: A Probability: A probabileEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Emergency Response Plan, Safe Work Practices & Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, working in tight areas, loading trucks, overhead & buried lines.Severity: 1 Probability: A ProbabileSeverity: 2 Probability: A ProbabileSeverity: 3 MinorTask Kealth Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S equipment, working alone.Severity: 1 ImminentEngineering: Automatic shut off nozzle, tank went, on/off valveSeverity: 3 MinorIB: Refueling Equipment, workmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank went, on/off valveSeverity: 3 Minor			1	
heat stress, fatigue, muscle strain, working alone.Transportation Laws and Legislation PPE: Proper eyewear, appropriate footwear, weather appropriate clothing Implementation of Control: Health & Safety Co-ordinator 14: Operating Equipment Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Severity: 1 Probability: A Probability: A Probability: A Probability: A Probability: C Bask Beard MathematicsEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems.Severity: 3 MinorTransportation Laws and Legislation Probability: A Probability: A Proventine, Working Near Underground lines, Exposure to extreme weather conditions, heat stress, H,S exposure, fumes, constant loud noises while running equipment, working alone.Transportation of Control: Working Alone, hand signals, danger zones, ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protectio	-			
muscle strain, working alone.PPE: Proper eyewear, appropriate footwear, weather appropriate clothing Implementation of Control: Health & Safety Co-ordinator14: Operating Equipment Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Engineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring DangerSeverity: 3 MinorTask Kealth Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S exposure to extreme weather conditions, heat stress, H ₂ S alone.Probability: A Probability: A ProbabileEngineering: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismonting Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H ₂ S exposure to extreme weather conditions, heat stress, H ₂ S appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3 Minor13: Refueling Equipment- Environmental<	weather conditions,		Orientation: driver abstracts review.	
alone. weather appropriate clothing Implementation of Control: Health & Safety Co-ordinator IA: Operating Equipment Task Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines. Task Health Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Danger Task Safety Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment trucks, soluth and signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedules Safety Tickets: H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operators Manager Hill Refuence Exposure to control: Operators Manager Hill Refuence Exposure to control: Operators Hard Safety Hazards: Environmental Imminent Severity: 1 Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent	heat stress, fatigue,		Transportation Laws and Legislation	
alone. weather appropriate clothing Implementation of Control: Health & Safety Co-ordinator IA: Operating Equipment Task Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines. Task Health Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Danger Task Safety Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment, working alone. Hill Reguipment Task Safety Hazards: Exposure to extreme Weather conditions, heat stress, H ₂ S equipment trucks, soluth and signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedules Safety Tickets: H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operators Manager Hill Refuence Exposure to control: Operators Manager Hill Refuence Exposure to control: Operators Hard Safety Hazards: Environmental Imminent Severity: 1 Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent Imminent	muscle strain, working		PPE: Proper eyewear, appropriate footwear,	
Implementation of Control: Health & Safety Co-ordinatorImplementation of Control: Health & Safety Co-ordinatorAdvint Signature Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Severity: 1 Imminent DangerEmergency Response Plan, Safe Work Practices & Procedure, Installing Dozar Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H ₂ S exposure, fumes, constant loud noises while running equipment, working alone.Probability: 1 EnvironmentalProbability: C Probability: C Probabili				
Co-ordinatorIA; Operating EquipmentTask Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Severity: 1 ImminentEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems.Severity: 3 MinorTask Health Hazards: Exposure to extreme weather conditions, heat stress, H2S equipment, working alone.Probability: A Probability: A ProbabileEnergency Response Plan, Safe Work Practices & Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working to extreme weather conditions, heat stress, H2S exposure fumes, constant loud noises while running equipment, working alone.Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesSafety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbanceHindle, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3 MinorTask Safety Hazards: EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				
IA; Operating EquipmentTask Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buriet lines.Engineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems.Severity: 3 MinorTask Health Hazards: Exposure to extreme weather conditions, heat stress, H_2S equipment, working alone.Probability: A Probability: A Probability: A Probability: A ProbabileEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring Safe Work Practices & Procedures including: Operator-Safe Operating Procedures including: Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H_2S exposure, fumes, constant loud noises while running equipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3 MinorIB; Refueling Equipment Vent Hazards: EnvironmentalSeverity 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				
Task Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Severity: 1 Imminent DangerEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Working in Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H_2S exposure, fumes, constant loud noises while running equipment, working alone.Severity: 3 MinorB: Refueling EquipmentSeverity: 1 ImminentEngineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working In Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H_2S exposure, fumes, constant loud noises while running equipment, working alone.Safety Tickets: H_2S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3 Minor1B; Refueling Equipment EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor <td>1A · Operating Equipme</td> <td>nt</td> <td>Co-ordinator</td> <td></td>	1A · Operating Equipme	nt	Co-ordinator	
Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Imminent Dangergauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working In Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H2S exposure, fumes, constant loud noises while running equipment, working alone.ImminentMinorB3. Refueling Equipment ourcetion. Implementation of Control: Operations ManagerSeverity: 1 ImminentSeverity: 3 MinorTask Safety Hazards: EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor			Encineering: Counds and mile conjumnent	S
machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Dangersystems. Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure to extreme weather conditions, heat stress, H ₂ S exposure, fumes, constant loud noises while running equipment, working alone.DangerProbability: C RemoteBt; Refueling EquipmentDanger ProbabileSeverity: 1 ImminentFreynolation Severity: 2 ImminentSeverity: 3 Minor		•		•
attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting tequipment, working in tight areas, loading trucks, overhead & buried lines.Probability: A Prower Blade, Mounting and Dismounting tequipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure Procedure, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesProbability: C Remoteexposure, fumes, constant loud noises while running equipment, working alone.Safety Tickets: H ₂ S Alive, WHMIS, TDG, Ground DisturbanceFree PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3 Minor				Minor
blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Probability: A ProbabileEmergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attachments, Working trucks, overhead & buried lines.ProbabileRemoteTask Health Hazards: Exposure to extreme weather conditions, heat stress, H_2S equipment, working alone.Preventative Maintenance and inspection schedulesSafety Tickets: H_2S Alive, WHMIS, TDG, Ground DisturbancePreventative Maintenance and inspection schedulesBig. Refueling EquipmentSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor		Danger		
hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working trucks, overhead & buried lines.Installing Equipment, Quick Attach Meets, Noise Exposure Procedure, Working Near Overhead Powerline, Working Naual Preventative Maintenance and inspection schedulesInstalling Safety Tickets: H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3IB; Refueling Equipment EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				Probability: C
dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines.Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working trucks, overhead & buried lines.Task Health Hazards: Exposure to extreme weather conditions, heat stress, H2S equipment, working alone.Powerline, Working Near underground lines, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesSafety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Severity: 1IB; Refueling Equipment EnvironmentalSeverity: 1Engineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor		Probability: A		Remote
equipment, working in tight areas, loading trucks, overhead & buried lines.Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working haround People, Working in Tight Areas, Noise Exposure Procedure, Working Near Overhead Powerline, Working Near Overhead Preventative Maintenance. Safety Tickets: H2S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerSeverity: 3Hist Refueling Equipmental EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor		Probable		
tight areas, loading trucks, overhead & buried lines.Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure Procedure, Working Near Overhead Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual exposure, fumes, constant loud noises while running equipment, working alone.Equipment Operators Manual Preventative Maintenance and inspection schedulesWill running equipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePreventative Maintenance and ear protection. Implementation of Control: Operations ManagerSeverity: 3Bit Refueling Equipment EnvironmentalSeverity: 1Engineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3				
trucks, overhead & buried lines.Around People, Working in Tight Areas, Noise Exposure Procedure, Working Near Overhead Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesAround People, Working Near Underground lines, Working Near Underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesAround People, Working Near Underground lines, Working Alone, hand signals, danger zones, ground disturbance.weather conditions, heat stress, H ₂ S exposure, fumes, constant loud noises while running equipment, working alone.Safety Tickets: H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerManagerIB; Refueling Equipment EnvironmentalSeverity: 1ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveVent, on/off valveMinor				
buried lines.Exposure Procedure, Working Near Overhead Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance.Task Health Hazards:Working Alone, hand signals, danger zones, ground disturbance.weather conditions, heat stress, H2SEquipment Operators Manual Preventative Maintenance and inspection scheduleswhile running equipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerBi; Refueling EquipmentIb; Refueling EquipmentImminentVent, on/off valveMinor				
Task Health Hazards: Exposure to extreme weather conditions, heat stress, H2S exposure, fumes, constant loud noises while running equipment, working alone.Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesHat stress, H2S Safety Tickets: H2S Alive, WHMIS, TDG, Ground Disturbanceequipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbanceHat fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Hat hat fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.HB; Refueling EquipmetSeverity: 1Engineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				
Exposure to extreme weather conditions, heat stress, H2S exposure, fumes, constant loud noises while running equipment, working alone.Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesPreventative Maintenance and inspection schedulesSafety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerBit Refueling Equipment EnvironmentalSeverity: 1Engineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				
weather conditions, heat stress, H2S exposure, fumes, constant loud noises while running equipment, working alone.ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection schedulesHard inspection Safety Tickets: H2S Alive, WHMIS, TDG, Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations ManagerHerein and the second se				
heat stress, H2SEquipment Operators Manualexposure, fumes, constant loud noisesPreventative Maintenance and inspection scheduleswhile running equipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerB; Refueling EquipmentIB; Refueling EquipmentIB; Refueling EquipmentImminentVent, on/off valveMinor	-			
IndustriesPreventative Maintenance and inspectionexposure, fumes, constant loud noisesPreventative Maintenance and inspectionwhile running equipment, working alone.Safety Tickets: H2S Alive, WHMIS, TDG, Ground DisturbancePPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerB; Refueling EquipmentIB; Refueling EquipmentIB; Refueling EquipmentImminentVent, on/off valveMinor			6	
constant loud noises while running equipment, working alone.schedulesschedules Safety Tickets : H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE : Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations Manager B; Refueling EquipmentSeverity: 1 Imminent Engineering: Automatic shut off nozzle, tank vent, on/off valve Severity: 3 Minor	heat stress, H ₂ S			
constant four noisesSafety Tickets: H2S Alive, WHMIS, TDG, Ground Disturbanceequipment, working alone.PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerManagerIB; Refueling EquipmentSeverity: 1Environmental EnvironmentalImminentVent, on/off valveMinor	exposure, fumes,		÷	
winne running equipment, working alone.Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection.Implementation of Control: Operations ManagerManagerIB; Refueling Equipment:Engineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor	constant loud noises			
equipment, working alone. Ground Disturbance PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations Manager 1B; Refueling Equipment Task Safety Hazards: Environmental Imminent Vent, on/off valve Minor	while running			
alone. PPE: Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations Manager 1B; Refueling Equipment Task Safety Hazards: Severity: 1 Environmental Imminent Vent, on/off valve Minor	-			
appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations Manager Implementation of Control: Operations Manager 1B; Refueling Equipment Engineering: Automatic shut off nozzle, tank vent, on/off valve Imminent Vent, on/off valve				
protection. Implementation of Control: Operations Managerprotection. Implementation of Control: Operations Manager1B; Refueling EquipmentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 MinorEnvironmentalImminentvent, on/off valveMinor	uione.			
Implementation of Control: Operations Manager1B; Refueling EquipmentTask Safety Hazards: EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor				
IB; Refueling EquipmentManagerTask Safety Hazards:Severity: 1Engineering: Automatic shut off nozzle, tankSeverity: 3EnvironmentalImminentvent, on/off valveMinor				
1B; Refueling Equipment Task Safety Hazards: Severity: 1 Engineering: Automatic shut off nozzle, tank Severity: 3 Environmental <i>Imminent</i> vent, on/off valve <i>Minor</i>			Implementation of Control: Operations	
Task Safety Hazards: EnvironmentalSeverity: 1 ImminentEngineering: Automatic shut off nozzle, tank vent, on/off valveSeverity: 3 Minor			Manager	
Environmental Imminent vent, on/off valve Minor	1B; Refueling Equipment	nt		
	Task Safety Hazards:	Severity: 1		Severity: 3
	Environmental	Imminent	vent, on/off valve	Minor
	conditions, slips trips	Danger		
& falls, spilling fuel, Safe Work Practices & Procedures Fueling Probability: C	& falls, spilling fuel,	0	Safe Work Practices & Procedures Fueling	Probability: C
fire. Probability: B Equipment (no sparks or cell phones), Emergency Remote		Probability• R		
Task Health Hazards:ReasonableSpill Response	Task Health Hazards:			
Fumes absorption of PPF • Fire retardant coveralls weather appropriate	Fumes, absorption of		PPE: Fire retardant coveralls, weather appropriate	
fuel. <i>Probable Probable Probable Clothing, steel-toed boots and gloves.</i>	-	r robuble		
Other Equipment: Fire extinguisher, spill kit				
Implementation of Control: Operations				
Manager				
2B; Equipment & Vehicle, Repair & Servicing				-



Task Safety Hazards: Pinch points, mounting and dismounting equipment, slips trips & falls, broken sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, absorption of fuel, heat stress.	Severity: 2 Serious Probability: B Reasonable Probable	Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Mounting and Dismounting Equipment, Maintenance & Repair of Equipment, Defective Tools, Working with Hydraulics, lockout tagout PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations Manager.	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
2B; Loading & Unloadi		1	ſ
Task Safety Hazards: Attachments falling, pinch points, slips trips and falls, bystander,	Severity: 2 Serious	Engineering: backup alarms, cameras, mirrors, hitch pins, trailer rating. Administrative: Safe Work Practices & Procedures: Mounting and Dismounting	Severity: 3 Minor
other equipment, unsecured loads, load to heavy.	Probability: B Reasonable Probable	Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone.	Probability: C <i>Remote</i>
Task Health Hazards: Exhaust fumes, heat stress, exposure.		PPE : Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control : Operations Manager	
2B; Digging Trees			
Task Safety Hazards: Attachments/trees falling, pinch points,	Severity: 2 Serious	Engineering : backup alarms, cameras, mirrors, tree markers, dual tires, electronic controls. Administrative : Safe Work Practices &	Severity: 3 Minor
slips trips and falls, bystanders, other equipment and objects, nearby holes, flying debris, unbalanced load.	Probability: B Reasonable Probable	Procedures: Mounting and Dismounting Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone, Dig/Spade Trees, exposure & heat stress. PPE : Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses	Probability: C <i>Remote</i>
Task Health Hazards:Exhaust fumes, heatstress, working alone.2B; Loading Aggregate		Implementation of Control : Operations Manager	
Task Safety Hazards:		Engineering: backup alarms, cameras, mirrors,	Soverity 2
Attachments falling, pinch points, slips trips	Severity: 2 Serious	hitch pins, trailer rating. Administrative: Safe Work Practices &	Severity: 3 <i>Minor</i>
and falls, bystander, other equipment, unsecured loads, load to heavy, uneven ground Task Health Hazards:	Probability: B Reasonable Probable	Procedures: Pit Management, Mounting and Dismounting Equipment, Inspections, Load Securement, Loading Dump Truck, hand signals and eye contact, danger zone. PPE : Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses	Probability: C <i>Remote</i>
Exhaust fumes, heat stress, exposure.		Implementation of Control: Supervisor	



3A; Operating Scale			
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors.	Severity: 3
Slips trips and falls,	Minor	Administrative: Safe Work Practices &	Minor
moving vehicles,		Procedures: Pit Management, Operating Scales,	
unsecured loads,	Probability: A	hand signals and eye contact, danger zone.	Probability: C
Task Health Hazards:	Probable	PPE: Hard Hat, High Visibility Coveralls, Steel	Remote
Exhaust fumes, heat	TTODUDIE	Toed Boots, hearing protection, and Safety	Kemble
stress, exposure,		Glasses	
wildlife		Implementation of Control: Supervisor	
2B; Working Around P	eople During Pand	lemic	
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious	ill	Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand	
Ĩ		hygiene	
		PPE: Masks	
		Implementation of Control: Health & Safety	
		Co-ordinator	
2C; Traffic Control			
Task Safety Hazards:	Severity: 2	Engineering: Signage/Traffic Control Devices,	Severity: 3
Traffic conditions,	Serious	Radio communication devices, Airhorn	Minor
weather conditions,		Administrative:	
wildlife, motorists,	Probability: C	Safe Work Practices & Procedures: Traffic	Probability: C
slips, trips	Reasonable	Control, Fatigue Management, Working Alone.	Remote
Task Health Hazards:	Probable	Orientation; Transportation Laws and Legislation	
Exposure to extreme		PPE: High Visibility Coveralls/Hat, appropriate	
weather conditions,		footwear, weather appropriate clothing	
heat stress, fatigue,		Implementation of Control: Health & Safety	
muscle strain, working		Co-ordinator	
alone.			
3A; Labouring			
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
and falls other		Administrative: Safe Work Practices &	
equipment, flying	Probability: A	Procedures: Working alone, lifting and bending,	Probability: C
debris, lifting.	Probable	exposure & heat stress.	Remote
Task Health Hazards:		PPE : Coveralls, Steel Toed Boots, hearing	
Extreme weather, heat		protection, and Safety Glasses	
stress, working alone.		Implementation of Control: Operations	
		Manager	
3A; Basketing Trees			
Task Safety Hazards:	Severity: 3	Engineering : backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
	11201001		



and falls other equipment, flying debris, lifting, underground lines. Task Health Hazards: Extreme weather, heat stress, noise.	Probability: A Probable	Administrative: Safe Work Practices & Procedures: Lifting and bending, exposure & heat stress, Ground Disturbance, noise exposure. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager	Probability: C <i>Remote</i>
3B; Computer Use, Dat	a Entry & Filing		
Task Safety Hazards:	Severity: 3	Engineering: Ergonomic chairs, computer	Severity: 3
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor
and falls.		footrest.	
Task Health Hazards:Muscle strain,circulatory problems,eye fatigue, carpaltunnel syndrome	Probability: B Reasonably Probable	Administrative: Safe Work Practices & Procedures: Office Safety Implementation of Control: Health & Safety Co-ordinator.	Probability: C <i>Remote</i>



Health & Safety Supervisor

Responsibilities

- Promote health and safety awareness through hazard assessments.
- Establish a safe work plan.
- Instruct workers "the safety way"
- Reinforce safe behavior.
- Detect troubled employees.
- Correct substandard acts and conditions.

- Inspect for hazards.
- Enforce safety rules.
- Ensure proper equipment and tool use and maintenance.
- Investigate all accidents/incidents.
- Comply with legislation.
- Set a good example.

Tasks

- Maintain Safety records and comply by privacy laws.
- Safety Program Development
- Implementation of Safety Program

Required Training

None

Optional Training

Legislation Awareness Standard First Aid

PPE

While at the worksite, Health & Safety personnel should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots.



Formal Hazard Assessment; Health & Safety Supervisor

Risk Factor	Critical Task
1A	Operating a vehicle to and from work
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3B	Computer Use

Risk Analysis	Severity of Potential Outcome	
1	Imminent Danger – Causing Death or loss of faculties	
2	Serious – Sever injury or illness, medical aid, property damage over \$5000	
4	1inor – Non-serious injury, first aid, illness or damage under \$5000	
n/A	Not Applicable	
	Probability of Occurrence	
Α	Probable – Likely to occur immediately or soon	
В	Reasonably Probable – Likely to occur eventually	
С	Remote – Could occur at some point	
D	Extremely Remote – unlikely to occur	

Health & Safety	Risk Factor	Controls	Risk Factor
Tasks			After Controls
Related Hazards			
1A; Operating a Vehicl	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	

Corporate Health and Safety Management System Modification Date: July 5 2023



1B; Refueling Equipment						
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3			
Environmental	Imminent	vent, on/off valve	Minor			
conditions, slips trips	Danger	Administrative:				
& falls, spilling fuel,	Ũ	Safe Work Practices & Procedures Fueling	Probability: C			
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote			
Task Health Hazards:	Reasonable	Spill Response				
Fumes, absorption of	Probable	PPE: Fire retardant coveralls, weather appropriate				
fuel.	TTODADIe	clothing, steel-toed boots and gloves.				
		Other Equipment: Fire extinguisher, spill kit				
		Implementation of Control: Operations				
		Manager				
2B; Working Around P	2B; Working Around People During Pandemic					
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3			
Shared workspaces, co-	Serious	ill	Minor			
workers, public and		Engineering: Work with assigned equipment,				
visitors to the worksite	Probability: B	vaccination	Probability: C			
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote			
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID				
COVID19 Exposure		Screening, maintain physical distancing, hand				
		hygiene				
		PPE: Masks				
		Implementation of Control: Health & Safety				
		Co-ordinator				
3B; Computer Use, Data Entry & Filing						
Task Safety Hazards:	Severity: 3	Engineering: Ergonomic chairs, computer	Severity: 3			
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor			
and falls.		footrest.				
Task Health Hazards:	Probability: B	Administrative: Safe Work Practices &	Probability: C			
Muscle strain,	Reasonably	Procedures: Office Safety	Remote			
circulatory problems,	Reasonably Probable	Implementation of Control: Health & Safety	Nemole			
eye fatigue, carpal		Co-ordinator.				
tunnel syndrome						
······································	1	1	II			



Report any accident/incident.

Make safety suggestions.

Set a good examples.

Office Administrator

Payroll, Accounts Payable, Accounts Receivables, Reception

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.

Tasks

- Bookkeeping and Data entry.
- Maintain Human Resources records/payroll records and comply by privacy laws.

•

•

•

- Phone/call distribution and greeting visitors.
- Maintaining receipts
- Organizing/filing.
- Drafting, typing and proofing correspondence.
- Assist Controller, Health & Safety Co-ordinator and management team as needed.
- Documents, editing and proofing.

Required Training

None

Optional Training

Legislation Awareness Standard First Aid

PPE

No PPE is required at any office location. However, when visiting a worksite, PPE identified for that worksite should be worn.



Formal Hazard Assessment; Office Administrator

Risk Factor	Critical Task
1A	Operating a vehicle to and from work
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3B	Computer Use

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Tasks			After Controls
Related Hazards			
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	

Corporate Health and Safety Management System Modification Date: July 5 2023



		Implementation of Control: Health & Safety	
		Co-ordinator	
1B; Refueling Equipme	nt		
Task Safety Hazards: Environmental conditions, slips trips & falls, spilling fuel, fire. Task Health Hazards: Fumes, absorption of fuel.	Severity: 1 Imminent Danger Probability: B Reasonable Probable	Engineering: Automatic shut off nozzle, tank vent, on/off valve Administrative: Safe Work Practices & Procedures Fueling Equipment (no sparks or cell phones), Emergency Spill Response PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots and gloves. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations	Severity: 3 Minor Probability: C Remote
		Manager	
2B; Working Around P	eople During Pand	lemic	
Task Safety Hazards: Shared workspaces, co- workers, public and visitors to the worksite Task Health Hazards: COVID19 Exposure	Severity: 2 Serious Probability: B Reasonable Probable	Elimination: Do not come to the workplace when ill Engineering: Work with assigned equipment, vaccination Administrative: Safe Work Practice: COVID in the Workplace, Safe Job Practice: COVID Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator	Severity: 3 Minor Probability: C Remote
3B; Computer Use, Dat			a b a
Task Safety Hazards: pinch points, slips trip and falls.	Severity: 3 Minor	Engineering: Ergonomic chairs, computer accessories, anti-glare screen, monitor tilt, footrest.	Severity: 3 Minor
Task Health Hazards: Muscle strain, circulatory problems, eye fatigue, carpal tunnel syndrome	Probability: B Reasonably Probable	Administrative: Safe Work Practices & Procedures: Office Safety Implementation of Control: Health & Safety Co-ordinator.	Probability: C <i>Remote</i>



Equipment Operator

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.
- Report any accident/incident.
- Make safety suggestions.
- Set a good examples.

Tasks

- Operating heavy equipment in a safe and effective manner according to company's policies and procedures.
- Keep work and living area clean and tidy.
- Perform and document daily safety and maintenance checks on equipment before each shift.
- Ensure equipment is cleaned as required.
- Ensure equipment is maintained as per maintenance schedule and advise supervisor(s) of any required maintenance or repairs.
- Fueling and servicing equipment as required.
- Conduct and attend all Safety Meetings as required. Ensure FLHA are filled out and conducted
- Practice workplace safety.
- Protect themselves from the weather and hazardous working conditions (cold, H2S) by having proper gear and sufficient training.

Required Training

Company General Orientation WHMIS Construction Safety Training Systems (for new operators) Ground Disturbance

Optional Training

Standard First AidCommon Safety OrientationPipeline Construction Safety OrientationH2S AwarenessTDG

PPE

While at the worksite, operators should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots. Eye and Hearing Protection and Gloves should be carrier with you at all times so that you may utilize them when critical tasks require their use.

Corporate Health and Safety Management System Modification Date: July 5 2023



Formal Hazard Assessment; Equipment Operator

Risk Factor	Critical Task
1A	Operating a vehicle
1A	Operating Equipment
2B	Refueling Equipment & Vehicles
2B	Equipment & Vehicle, Repair & Servicing
2B	Loading & Unloading Equipment
2B	Digging Trees
2B	Loading Aggregate
2C	Working Around People During a Pandemic
3A	Labouring
3A	Basketing Trees

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
-		Transportation Laws and Legislation	

Corporate Health and Safety Management System Modification Date: July 5 2023



muscle strain, working		PPE: Proper eyewear, appropriate footwear,	
alone.		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1A; Operating Equipme	ent	co ordinator	
Task Safety Hazards:	Severity: 1	Engineering: Guards and rails, equipment	Severity: 3
Getting in and out of	Imminent	gauges, mirrors, backup alarms, H2S monitoring	Minor
machine, changing	Danger	systems.	1111101
attachments, people in	Dunger	Administrative:	Duchability, C
blind spots, burns from	Duchahilitan A	Emergency Response Plan,	Probability: C <i>Remote</i>
hot equipment,	Probability: A	Safe Work Practices & Procedures including:	Kemole
dropping supplies with	Probable	Operator-Safe Operating Procedure, Installing	
equipment, working in		Dozer Blade, Mounting and Dismounting	
tight areas, loading		Equipment, Quick Attach Attachments, Working	
trucks, overhead &		Around People, Working in Tight Areas, Noise	
buried lines.		Exposure Procedure, Working Near Overhead	
Task Health Hazards:		Powerline, Working Near underground lines,	
Exposure to extreme		Working Alone, hand signals, danger zones,	
weather conditions,		ground disturbance.	
heat stress, H ₂ S		Equipment Operators Manual	
exposure, fumes,		Preventative Maintenance and inspection	
constant loud noises		schedules	
while running		Safety Tickets : H ₂ S Alive, WHMIS, TDG,	
equipment, working		Ground Disturbance	
alone.		PPE : Hard hat, fire retardant coveralls,	
		appropriate clothing for weather conditions,	
		safety glasses, gloves, steel toed boots and ear	
		protection.	
		Implementation of Control: Operations	
		Manager	
1B; Refueling Equipme			
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,		Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote
Task Health Hazards:	Reasonable	Spill Response	
Fumes, absorption of	Probable	PPE: Fire retardant coveralls, weather appropriate	
fuel.		clothing, steel-toed boots and gloves.	
		Othon Formonts First and in a 11111	
		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
	le Rengir & Sarv	Implementation of Control: Operations Manager	
2B; Equipment & Vehic		Implementation of Control: Operations Manager icing	Severity: 3
2B; Equipment & Vehic Task Safety Hazards:	Severity: 2	Implementation of Control: Operations Manager icing Engineering Controls: hoists and/or lifts.	Severity: 3 Minor
2B; Equipment & Vehic Task Safety Hazards: Pinch points, mounting		Implementation of Control: Operations Manager icing Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices &	Severity: 3 Minor
2B; Equipment & Vehic Task Safety Hazards: Pinch points, mounting and dismounting	Severity: 2 Serious	Implementation of Control: Operations Manager icing Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Mounting and	Minor
2B; Equipment & Vehic Task Safety Hazards: Pinch points, mounting	Severity: 2	Implementation of Control: Operations Manager icing Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices &	•

Corporate Health and Safety Management System Modification Date: July 5 2023



edges, energized or pressurized equipment. Task Health Hazards: Fumes, absorption of fuel, heat stress. 2B; Changing Attachme	Reasonable Probable	PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations Manager.	
Task Safety Hazards:	Severity: 2	Engineering: Quick Attach, backup alarms,	Severity: 3
Attachments falling,	Serious	mirrors.	Minor
pinch points, slips trips	Serious	Administrative: Safe Work Practices &	MIMON
and falls, bystanders.	Duchahilitya D	Procedures: Quick Attach Attachments, Installing	Duchahility, C
Task Health Hazards:	Probability: B <i>Reasonable</i>	Dozer Blade, Mounting and Dismounting	Probability: C
Exhaust fumes, heat	Reasonable Probable	Equipment, Suspended Loads, Equipment	Remote
stress, exposure.	Probable	Maintenance & Inspection schedules.	
, I		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
		hearing protection, and Safety Glasses	
		Implementation of Control: Operations	
		Manager	
2B; Loading & Unloadi	ng Equipment		
Task Safety Hazards:	Severity: 2	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Attachments falling,	Serious	hitch pins, trailer rating.	Minor
pinch points, slips trips		Administrative: Safe Work Practices &	
and falls, bystander,	Probability: B	Procedures: Mounting and Dismounting	Probability: C
other equipment,	Reasonable	Equipment, Suspended Loads, Inspections, Load	Remote
unsecured loads, load	Probable	Securement, hand signals and eye contact, danger	
to heavy.		zone.	
Task Health Hazards:		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
Exhaust fumes, heat		hearing protection, and Safety Glasses	
stress, exposure.		Implementation of Control : Operations Manager	
2B; Digging Trees		Manager	
Task Safety Hazards:	Severity: 2	Engineering : backup alarms, cameras, mirrors,	Severity: 3
Attachments/trees	Serious	tree markers, dual tires, electronic controls.	Minor
falling, pinch points,	Serious	Administrative: Safe Work Practices &	<i>Minor</i>
slips trips and falls,	Probability: B	Procedures: Mounting and Dismounting	Probability: C
bystanders, other	Reasonable	Equipment, Suspended Loads, Inspections, Load	<i>Remote</i>
equipment and objects,	Probable	Securement, hand signals and eye contact, danger	Kemole
nearby holes, flying	11000010	zone, Dig/Spade Trees, exposure & heat stress.	
debris, unbalanced		PPE: Coveralls, Steel Toed Boots, hearing	
load.		protection, and Safety Glasses	
Task Health Hazards:		Implementation of Control: Operations	
Exhaust fumes, heat		Manager	
stress, working alone.			
2B; Loading Aggregate		1	
Task Safety Hazards:	Severity: 2	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Attachments falling,	Serious	hitch pins, trailer rating.	Minor
pinch points, slips trips		Administrative: Safe Work Practices &	
and falls, bystander,	Probability: B	Procedures: Pit Management, Mounting and	Probability: C
other equipment,	1	Dismounting Equipment, Inspections, Load	Remote

Corporate Health and Safety Management System Modification Date: July 5 2023



unsecured loads, load to heavy, uneven ground Task Health Hazards: Exhaust fumes, heat stress, exposure. 2B; Working Around P	Reasonable Probable eople During Pand	Securement, Loading Dump Truck, hand signals and eye contact, danger zone. PPE : Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control : Supervisor	
Task Safety Hazards:	Severity: 2 Serious	Elimination: Do not come to the workplace when	Severity: 3 Minor
Shared workspaces, co- workers, public and	Serious	ill Engineering: Work with assigned equipment,	winor
visitors to the worksite	Probability: B Reasonable	vaccination Administrative: Safe Work Practice: COVID in	Probability: C <i>Remote</i>
Task Health Hazards: COVID19 Exposure	Probable	the Workplace, Safe Job Practice: COVID Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator	
3A; Labouring			
Task Safety Hazards: Pinch points, slips trips and falls other equipment, flying debris, lifting. Task Health Hazards: Extreme weather, heat stress, working alone.	Severity: 3 <i>Minor</i> Probability: A <i>Probable</i>	 Engineering: backup alarms, cameras, mirrors, ergonomic hand tools. Administrative: Safe Work Practices & Procedures: Working alone, lifting and bending, exposure & heat stress. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager 	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
3A; Basketing Trees			
Task Safety Hazards:Pinch points, slips tripsand falls other	Severity: 3 Minor	Engineering : backup alarms, cameras, mirrors, ergonomic hand tools. Administrative : Safe Work Practices &	Severity: 3 Minor
equipment, flying debris, lifting, underground lines. Task Health Hazards:	Probability: A Probable	Procedures: Lifting and bending, exposure & heat stress, Ground Disturbance, noise exposure. PPE : Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses	Probability: C <i>Remote</i>
Extreme weather, heat stress, noise.		Implementation of Control : Operations Manager	



Transport/Gravel Truck Driver

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.
- Report any accident/incident.
- Make safety suggestions.
- Set a good examples.

Tasks

- Operating Transport Units in a safe and effective manner according to company's policies and procedures.
- Keep work and living area clean and tidy.
- Perform and document daily safety and maintenance checks (pre-trip) before each shift.
- Ensure truck is cleaned as required.
- Ensure truck is maintained as per maintenance schedule and advise supervisor(s) of any required maintenance or repairs.
- Fueling and servicing as required.
- Conduct and attend all Safety Meetings as required. Ensure FLHA are filled out and conducted
- Practice workplace safety.
- Protect themselves from the weather and hazardous working conditions (cold, H2S) by having proper gear and sufficient training.

Required Training

Company General Orientation WHMIS Construction Safety Training Systems (for new operators) Provincial Hours of Service

Optional Training

Standard First AidCommon Safety OrientationPipeline Construction Safety OrientationH2S AwarenessTDG

PPE

While at the worksite, operators should wear PPE applicable to the job site. Most often this would include

Corporate Health and Safety Management System Modification Date: July 5 2023



High Visibility Vest or coveralls and Steel Toed Boots. Eye and Hearing Protection and Gloves should be carrier with you at all times so that you may utilize them when critical tasks require their use.

Formal Hazard Assessment; Transport/Gravel Truck Driver

Risk Factor	Critical Task
1A	Operating a vehicle
1A	Operating Equipment
2B	Refueling Equipment & Vehicles
2B	Equipment & Vehicle, Repair & Servicing
2B	Loading & Unloading Equipment
2B	Loading Aggregate
3A	Operating Scale
2C	Working Around People During a Pandemic
3A	Labouring

Risk Analysis	Severity of Potential Outcome		
1	Imminent Danger – Causing Death or loss of faculties		
2	Serious – Sever injury or illness, medical aid, property damage over \$5000		
4	Minor – Non-serious injury, first aid, illness or damage under \$5000		
n/A	Not Applicable		
	Probability of Occurrence		
Α	Probable – Likely to occur immediately or soon		
В	Reasonably Probable – Likely to occur eventually		
С	Remote – Could occur at some point		
D	Extremely Remote – unlikely to occur		

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	

Corporate Health and Safety Management System Modification Date: July 5 2023



	<u> </u>	The second discust is a second for the second second	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1A; Operating Equipm	ent		
Task Safety Hazards:	Severity: 1	Engineering: Guards and rails, equipment	Severity: 3
Getting in and out of	Imminent	gauges, mirrors, backup alarms, H2S monitoring	Minor
machine, changing	Danger	systems.	
attachments, people in	0	Administrative:	Probability: C
blind spots, burns from	Probability: A	Emergency Response Plan,	Remote
hot equipment,	Probable	Safe Work Practices & Procedures including:	11011010
dropping supplies with	11000010	Operator-Safe Operating Procedure, Installing	
equipment, working in		Dozer Blade, Mounting and Dismounting	
tight areas, loading		Equipment, Quick Attach Attachments, Working	
trucks, overhead &		Around People, Working in Tight Areas, Noise	
buried lines.		Exposure Procedure, Working Near Overhead	
Task Health Hazards:		Powerline, Working Near underground lines,	
Exposure to extreme		Working Alone, hand signals, danger zones,	
weather conditions,		ground disturbance.	
heat stress, H ₂ S		Equipment Operators Manual	
exposure, fumes,		Preventative Maintenance and inspection	
constant loud noises		schedules	
while running		Safety Tickets: H ₂ S Alive, WHMIS, TDG,	
equipment, working		Ground Disturbance	
alone.		PPE : Hard hat, fire retardant coveralls,	
		appropriate clothing for weather conditions,	
		safety glasses, gloves, steel toed boots and ear	
		protection.	
		Implementation of Control: Operations	
		Manager	
1B; Refueling Equipme	nt		
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,	Dunger	Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote
Task Health Hazards:	-	Spill Response	Kemole
Fumes, absorption of	Reasonable Probable	PPE: Fire retardant coveralls, weather appropriate	
fuel.	rrodadie	clothing, steel-toed boots and gloves.	
		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2B; Equipment & Vehi	cle, Repair & Servi		
Task Safety Hazards:	Severity: 2	Engineering Controls: hoists and/or lifts.	Severity: 3
Pinch points, mounting	Serious	Administrative: Safe Work Practices &	Minor
and dismounting	~~~~~	Procedures: Lifting & Bending, Mounting and	
equipment, slips trips	Probability: B	Dismounting Equipment, Maintenance & Repair	Probability: C
I I I I I I I I I I I I I I I I I I I	1 Tobability: D	6 1 I	1 robability: C

Corporate Health and Safety Management System Modification Date: July 5 2023



& falls, broken sharp	Reasonable	of Equipment, Defective Tools, Working with	Remote
edges, energized or	Probable	Hydraulics, lockout tagout	
pressurized equipment.		PPE: Fire retardant coveralls, weather appropriate	
Task Health Hazards:		clothing, steel-toed boots, gloves, hearing	
Fumes, absorption of		protection, eye protection.	
fuel, heat stress.		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager.	
2B; Changing Attachm		1	
Task Safety Hazards:	Severity: 2	Engineering: Quick Attach, backup alarms,	Severity: 3
Attachments falling,	Serious	mirrors.	Minor
pinch points, slips trips		Administrative: Safe Work Practices &	
and falls, bystanders.	Probability: B	Procedures: Quick Attach Attachments, Installing	Probability: C
Task Health Hazards:	Reasonable	Dozer Blade, Mounting and Dismounting	Remote
Exhaust fumes, heat	Probable	Equipment, Suspended Loads, Equipment	
stress, exposure.		Maintenance & Inspection schedules.	
		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
		hearing protection, and Safety Glasses	
		Implementation of Control: Operations	
		Manager	
2B; Loading & Unloadi			
Task Safety Hazards:	Severity: 2	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Attachments falling,	Serious	hitch pins, trailer rating.	Minor
pinch points, slips trips		Administrative: Safe Work Practices &	
and falls, bystander,	Probability: B	Procedures: Mounting and Dismounting	Probability: C
other equipment,	Reasonable	Equipment, Suspended Loads, Inspections, Load	Remote
unsecured loads, load	Probable	Securement, hand signals and eye contact, danger	
to heavy.		Zone.	
Task Health Hazards:		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
Exhaust fumes, heat		hearing protection, and Safety Glasses Implementation of Control: Operations	
stress, exposure.		Manager	
2D. Looding Aggregate		Wallager	L
2B; Loading Aggregate		Engineering besturn storms, someres, minutes	Corrowitzy 2
Task Safety Hazards:Attachments falling,	Severity: 2	Engineering : backup alarms, cameras, mirrors, hitch pins, trailer rating.	Severity: 3 Minor
pinch points, slips trips	Serious	Administrative: Safe Work Practices &	winor
and falls, bystander,		Procedures: Pit Management, Mounting and	
other equipment,	Probability: B	Dismounting Equipment, Inspections, Load	Probability: C
unsecured loads, load	Reasonable	Securement, Loading Dump Truck, hand signals	Remote
to heavy, uneven	Probable	and eye contact, danger zone.	
ground		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
Task Health Hazards:		hearing protection, and Safety Glasses	
Exhaust fumes, heat		Implementation of Control: Supervisor	
stress, exposure.			
3A; Operating Scale		1	
Task Safety Hazards:	Severity: 3	Engineering : backup alarms, cameras, mirrors.	Severity: 3
Slips trips and falls,	Minor	Administrative: Safe Work Practices &	Minor
moving vehicles,	1710101	Procedures: Pit Management, Operating Scales,	1111111
unsecured loads,	Drobability, A	hand signals and eye contact, danger zone.	Probability: C
	Probability: A		Trobability: C

Corporate Health and Safety Management System Modification Date: July 5 2023



Task Health Hazards:Exhaust fumes, heatstress, exposure,wildlife2B; Working Around P	Probable	PPE : Hard Hat, High Visibility Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control : Supervisor	Remote
Task Safety Hazards: Shared workspaces, co- workers, public and visitors to the worksite Task Health Hazards: COVID19 Exposure	Severity: 2 Serious Probability: B Reasonable Probable	Elimination: Do not come to the workplace when ill Engineering: Work with assigned equipment, vaccination Administrative: Safe Work Practice: COVID in the Workplace, Safe Job Practice: COVID Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
3A; Labouring			
Task Safety Hazards: Pinch points, slips trips and falls other equipment, flying debris, lifting. Task Health Hazards: Extreme weather, heat stress, working alone.	Severity: 3 <i>Minor</i> Probability: A <i>Probable</i>	 Engineering: backup alarms, cameras, mirrors, ergonomic hand tools. Administrative: Safe Work Practices & Procedures: Working alone, lifting and bending, exposure & heat stress. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager 	Severity: 3 Minor Probability: C Remote



Mechanic

Shop Hand

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.
- Report any accident/incident.
- Make safety suggestions.
- Set a good examples.

Tasks:

- Inspection and maintenance of equipment and tools.
- Perform & Document logging of Servicing & Maintenance of each unit at scheduled intervals.
- Setup of Equipment (new) & installation of decals & tool boxes, etc.
- Provide technical expertise to employees in the field.
- Perform JHA's.
- Practice Workplace Safety.
- Protect themselves from weather.

Required Training

Company General Orientation WHMIS

Optional Training

Standard First Aid Construction Safety Training Systems TDG Common Safety Orientation H2S Awareness

PPE

While at the worksite, mechanics should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots. Eye and Hearing Protection and Gloves should be carried with you at all times so that you may utilize them when critical tasks require their use. Specialized tasks may require additional PPE. Please reference formal hazard assessments for detailed information.



Risk Factor	Critical Task
1A	Operating a vehicle
1A	Operating Equipment
2B	Refueling Equipment & Vehicles
2B	Equipment & Vehicle, Repair & Servicing
2B	Welding & Grinding
2B	Attaching Attachments
2B	Loading & Unloading Equipment
2C	Working Around People During a Pandemic

Formal Hazard Assessment; Mechanic

Risk Analysis	Severity of Potential Outcome	
1	Imminent Danger – Causing Death or loss of faculties	
2	Serious – Sever injury or illness, medical aid, property damage over \$5000	
4	Minor – Non-serious injury, first aid, illness or damage under \$5000	
n/A	Not Applicable	
	Probability of Occurrence	
A	Probable – Likely to occur immediately or soon	
В	Reasonably Probable – Likely to occur eventually	
С	Remote – Could occur at some point	
D	Extremely Remote – unlikely to occur	

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	

Corporate Health and Safety Management System Modification Date: July 5 2023



		Implementation of Control: Health & Safety	
		Co-ordinator	
1A; Operating Equipme	nf	Co oramititor	
		Engineering: Guards and rails equipment	Severity 3
Task Safety Hazards: Getting in and out of machine, changing attachments, people in blind spots, burns from hot equipment, dropping supplies with equipment, working in tight areas, loading trucks, overhead & buried lines. Task Health Hazards: Exposure to extreme weather conditions, heat stress, H ₂ S exposure, fumes,	Severity: 1 Imminent Danger Probability: A Probable	Engineering: Guards and rails, equipment gauges, mirrors, backup alarms, H2S monitoring systems. Administrative: Emergency Response Plan, Safe Work Practices & Procedures including: Operator-Safe Operating Procedure, Installing Dozer Blade, Mounting and Dismounting Equipment, Quick Attach Attachments, Working Around People, Working in Tight Areas, Noise Exposure Procedure, Working Near Overhead Powerline, Working Near underground lines, Working Alone, hand signals, danger zones, ground disturbance. Equipment Operators Manual Preventative Maintenance and inspection	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
constant loud noises while running equipment, working alone.	nt	schedules Safety Tickets : H ₂ S Alive, WHMIS, TDG, Ground Disturbance PPE : Hard hat, fire retardant coveralls, appropriate clothing for weather conditions, safety glasses, gloves, steel toed boots and ear protection. Implementation of Control: Operations Manager	
		Engineering: Automatic shut off noggle tonk	Sarranitry 2
Task Safety Hazards: Environmental conditions, slips trips	Severity: 1 Imminent Danger	Engineering: Automatic shut off nozzle, tank vent, on/off valve Administrative:	Severity: 3 <i>Minor</i>
& falls, spilling fuel, fire. Task Health Hazards: Fumes, absorption of fuel.	Probability: B Reasonable Probable	Safe Work Practices & Procedures Fueling Equipment (no sparks or cell phones), Emergency Spill Response PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots and gloves. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations Manager	Probability: C <i>Remote</i>
2B; Equipment & Vehic		icing	
Task Safety Hazards: Pinch points, mounting	Severity: 2 Serious	Engineering Controls: hoists and/or lifts. Administrative: Safe Work Practices &	Severity: 3 <i>Minor</i>
and dismounting equipment, slips trips & falls, broken sharp edges, energized or pressurized equipment. Task Health Hazards:	Probability: B Reasonable Probable	Procedures: Lifting & Bending, Mounting and Dismounting Equipment, Maintenance & Repair of Equipment, Defective Tools, Working with Hydraulics, lockout tagout	Probability: C <i>Remote</i>

Corporate Health and Safety Management System Modification Date: July 5 2023



Fumes, absorption of fuel, heat stress.		PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations Manager.	
2B; Welding & Grindir	g	initiager.	
Task Safety Hazards: Pinch points. Fast	Severity: 2 Serious	Engineering Controls: Tool Guards, specialized welding nozzles, welding bay, ventilation	Severity: 3 Minor
moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment.	Probability: B Reasonable Probable	systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual.	Probability: B Reasonable Probable
Task Health Hazards: Fumes, noise, welders flash, heat stress, occasional lifting.		 PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Face shield and or welding mask. Other Equipment: Fire extinguisher. Implementation of Control: Operations Manager. 	
2B; Changing Attachm	ents	Manager.	
Task Safety Hazards:	Severity: 2	Engineering: Quick Attach, backup alarms,	Severity: 3
Attachments falling, pinch points, slips trips	Serious	mirrors. Administrative: Safe Work Practices &	Minor
and falls, bystanders. Task Health Hazards: Exhaust fumes, heat stress, exposure.	Probability: B Reasonable Probable	 Procedures: Quick Attach Attachments, Installing Dozer Blade, Mounting and Dismounting Equipment, Suspended Loads, Equipment Maintenance & Inspection schedules. PPE: Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations 	Probability: C <i>Remote</i>
		Manager	
2B; Loading & Unloadi		L	1
Task Safety Hazards: Attachments falling, pinch points, slips trips	Severity: 2 Serious	Engineering: backup alarms, cameras, mirrors, hitch pins, trailer rating. Administrative: Safe Work Practices &	Severity: 3 <i>Minor</i>
and falls, bystander, other equipment, unsecured loads, load to heavy. Task Health Hazards:	Probability: B Reasonable Probable	Procedures: Mounting and Dismounting Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone. PPE : Hard Hat, Coveralls, Steel Toed Boots,	Probability: C <i>Remote</i>
Exhaust fumes, heat stress, exposure.		hearing protection, and Safety Glasses Implementation of Control : Operations Manager	
2B; Working Around P	eople During Pano		•
Task Safety Hazards:	Severity: 2 Serious	Elimination: Do not come to the workplace when ill	Severity: 3 Minor

Corporate Health and Safety Management System Modification Date: July 5 2023



Shared workspaces, co- workers, public and visitors to the worksiteProbability: I Reasonable ProbableTask Health Hazards: COVID19 ExposureCOVID19 Exposure	 Engineering: Work with assigned equipment, vaccination Administrative: Safe Work Practice: COVID in the Workplace, Safe Job Practice: COVID Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator 	Probability: C <i>Remote</i>
---------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------



Report any accident/incident.

Make safety suggestions.

Set a good examples.

•

•

•

Labourer

Casual

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.

Tasks:

- Keeping work areas tidy putting away parts.
- Garbage removal.
- Raking dirt and gravel
- Trimming branches and roots
- Basketing trees

Required Training

Company General Orientation WHMIS Construction Safety Training Systems (for new operators)

Optional Training

Standard First Aid	Common Safety Orientation
Ground Disturbance	Pipeline Construction Safety Orientation
H2S Awareness	TDG

PPE

While at the worksite, labourers should wear PPE applicable to the job site. Most often this would include High Visibility Vest or coveralls and Steel Toed Boots. Eye and Hearing Protection and Gloves should be carrier with you at all times so that you may utilize them when critical tasks require their use.



Formal Hazard Assessment; Labourer

Risk Factor	Critical Task
1A	Operating a vehicle
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3A	Labouring
3A	Basketing Trees

Risk Analysis	Severity of Potential Outcome	
1	Imminent Danger – Causing Death or loss of faculties	
2	Serious – Sever injury or illness, medical aid, property damage over \$5000	
4	Minor – Non-serious injury, first aid, illness or damage under \$5000	
n/A	Not Applicable	
	Probability of Occurrence	
Α	Probable – Likely to occur immediately or soon	
В	Reasonably Probable – Likely to occur eventually	
С	Remote – Could occur at some point	
D	Extremely Remote – unlikely to occur	

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicl	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1B; Refueling Equipme	nt		

Corporate Health and Safety Management System Modification Date: July 5 2023



Task Safety Hazards: Environmental conditions, slips trips & falls, spilling fuel, fire. Task Health Hazards: Fumes, absorption of fuel.	Severity: 1 Imminent Danger Probability: B Reasonable Probable	Engineering: Automatic shut off nozzle, tank vent, on/off valve Administrative: Safe Work Practices & Procedures Fueling Equipment (no sparks or cell phones), Emergency Spill Response PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots and gloves. Other Equipment: Fire extinguisher, spill kit	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
		Implementation of Control: Operations Manager	
2B; Digging Trees			
Task Safety Hazards: Attachments/trees falling, pinch points, slips trips and falls, bystanders, other equipment and objects, nearby holes, flying debris, unbalanced	Severity: 2 Serious Probability: B Reasonable Probable	Engineering : backup alarms, cameras, mirrors, tree markers, dual tires, electronic controls. Administrative : Safe Work Practices & Procedures: Mounting and Dismounting Equipment, Suspended Loads, Inspections, Load Securement, hand signals and eye contact, danger zone, Dig/Spade Trees, exposure & heat stress. PPE : Coveralls, Steel Toed Boots, hearing	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
load. Task Health Hazards: Exhaust fumes, heat stress, working alone. 2B; Working Around Po	aonla During Pand	protection, and Safety Glasses Implementation of Control : Operations Manager	
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co- workers, public and visitors to the worksite	Sevenity: 2 Serious Probability: B Reasonable	ill Engineering: Work with assigned equipment, vaccination Administrative: Safe Work Practice: COVID in	Minor Probability: C Remote
Task Health Hazards: COVID19 Exposure	Probable	the Workplace, Safe Job Practice: COVID in Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator	
3A; Labouring			
Task Safety Hazards:Pinch points, slips tripsand falls otherequipment, flyingdebris, lifting.Task Health Hazards:Extreme weather, heatstress, working alone.	Severity: 3 <i>Minor</i> Probability: A <i>Probable</i>	 Engineering: backup alarms, cameras, mirrors, ergonomic hand tools. Administrative: Safe Work Practices & Procedures: Working alone, lifting and bending, exposure & heat stress. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager 	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
3A; Basketing Trees		1	



Task Safety Hazards: Pinch points, slips trips and falls other equipment, flying debris, lifting, underground lines. Task Health Hazards: Extreme weather, heat stress, noise.	Severity: 3 <i>Minor</i> Probability: A <i>Probable</i>	 Engineering: backup alarms, cameras, mirrors, ergonomic hand tools. Administrative: Safe Work Practices & Procedures: Lifting and bending, exposure & heat stress, Ground Disturbance, noise exposure. PPE: Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager 	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------



Report any accident/incident.

Make safety suggestions.

Set a good examples.

•

•

•

Traffic Controller

Casual

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.

Tasks:

- Keeping work areas tidy putting away parts.
- Garbage removal
- Sign Inspection
- Monitoring & Directing Traffic

Required Training

Company General Orientation WHMIS Construction Safety Training Systems (for new operators) Traffic Control for Construction

Optional Training

Standard First Aid	Common Safety Orientation
Ground Disturbance	Pipeline Construction Safety Orientation
H2S Awareness	TDG

PPE

While at the worksite, Traffic Control persons should wear lime green/yellow coveralls with reflective stripping, a florescent orange hat, and boots with ankle support. Traffic Controllers will also be provided with a radio for communication.



Formal Hazard Assessment; Traffic Controller

Risk Factor	Critical Task
1A	Operating a vehicle
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3A	Traffic Control

Risk Analysis	Severity of Potential Outcome	
1	Imminent Danger – Causing Death or loss of faculties	
2	Serious – Sever injury or illness, medical aid, property damage over \$5000	
4	Minor – Non-serious injury, first aid, illness or damage under \$5000	
n/A	Not Applicable	
	Probability of Occurrence	
Α	Probable – Likely to occur immediately or soon	
В	Reasonably Probable – Likely to occur eventually	
С	Remote – Could occur at some point	
D	Extremely Remote – unlikely to occur	

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicl	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	

Corporate Health and Safety Management System Modification Date: July 5 2023



1B; Refueling			
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,	C	Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	Remote
Task Health Hazards:	Reasonable	Spill Response	
Fumes, absorption of	Probable	PPE: Fire retardant coveralls, weather appropriate	
fuel.		clothing, steel-toed boots and gloves.	
		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2B; Working Around P			
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious		Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
	Reasonable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand	
		hygiene PPE: Masks	
		Implementation of Control: Health & Safety Co-ordinator	
		Co-ordinator	
2C; Traffic Control			
Task Safety Hazards:	Severity: 2	Engineering: Signage/Traffic Control Devices,	Severity: 3
Traffic conditions,	Serious	Radio communication devices, Airhorn	Minor
weather conditions,		Administrative:	
wildlife, motorists,	Probability: C	Safe Work Practices & Procedures: Traffic	Probability: C
slips, trips	Reasonable	Control, Fatigue Management, Working Alone.	Remote
Task Health Hazards:	Probable	Orientation; Transportation Laws and Legislation	
Exposure to extreme		PPE: High Visibility Coveralls/Hat, appropriate	
weather conditions,		footwear, weather appropriate clothing	
heat stress, fatigue,		Implementation of Control: Health & Safety	
muscle strain, working		Co-ordinator	
alone.			



Report any accident/incident.

Make safety suggestions.

Set a good examples.

Scale House Operator

Responsibilities

- Follow safe work procedures.
- Report substandard conditions.
- Report substandard practices.
- Comply with rules and regulations.

Tasks

- Data record and entry for scale data
- Phone/call distribution and greeting visitors, conducting visitor orientations

•

•

•

- Organizing/filing incoming paperwork
- Assist VP Operations, Health & Safety team and management as required.

Required Training

None

Optional Training

Standard First Aid Construction Safety Training Systems

PPE

No PPE is required in the scale house. However, when not in the scalehouse, a high visability vest should be worn



Formal Hazard Assessment; Scalehouse Operator

Risk Factor	Critical Task
1A	Operating a vehicle to and from work
2B	Refueling Equipment & Vehicles
2C	Working Around People During a Pandemic
3B	Computer Use

Risk Analysis	Severity of Potential Outcome	
1	Imminent Danger – Causing Death or loss of faculties	
2	Serious – Sever injury or illness, medical aid, property damage over \$5000	
4	Minor – Non-serious injury, first aid, illness or damage under \$5000	
n/A	Not Applicable	
	Probability of Occurrence	
Α	Probable – Likely to occur immediately or soon	
В	Reasonably Probable – Likely to occur eventually	
С	Remote – Could occur at some point	
D	Extremely Remote – unlikely to occur	

Health & Safety	Risk Factor	Controls	Risk Factor
Tasks			After Controls
Related Hazards			
1A; Operating a Vehicle	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
		weather appropriate clothing	

Corporate Health and Safety Management System Modification Date: July 5 2023



		Implementation of Control: Health & Safety	
		Co-ordinator	
1B; Refueling Equipme	nt		
Task Safety Hazards: Environmental conditions, slips trips & falls, spilling fuel, fire. Task Health Hazards: Fumes, absorption of fuel.	Severity: 1 Imminent Danger Probability: B Reasonable Probable	Engineering: Automatic shut off nozzle, tank vent, on/off valve Administrative: Safe Work Practices & Procedures Fueling Equipment (no sparks or cell phones), Emergency Spill Response PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots and gloves. Other Equipment: Fire extinguisher, spill kit Implementation of Control: Operations	Severity: 3 Minor Probability: C Remote
		Manager	
2B; Working Around P	eople During Pand		
Task Safety Hazards: Shared workspaces, co- workers, public and visitors to the worksite Task Health Hazards: COVID19 Exposure	Severity: 2 Serious Probability: B Reasonable Probable	Elimination: Do not come to the workplace when ill Engineering: Work with assigned equipment, vaccination Administrative: Safe Work Practice: COVID in the Workplace, Safe Job Practice: COVID Screening, maintain physical distancing, hand hygiene PPE: Masks Implementation of Control: Health & Safety Co-ordinator	Severity: 3 Minor Probability: C Remote
3B; Computer Use, Dat			a a
Task Safety Hazards: pinch points, slips trip and falls.	Severity: 3 Minor	Engineering: Ergonomic chairs, computer accessories, anti-glare screen, monitor tilt, footrest.	Severity: 3 Minor
Task Health Hazards: Muscle strain, circulatory problems, eye fatigue, carpal tunnel syndrome	Probability: B Reasonably Probable	Administrative: Safe Work Practices & Procedures: Office Safety Implementation of Control: Health & Safety Co-ordinator.	Probability: C <i>Remote</i>



5.2.3 Formal Hazard Assessments

Formal Hazard Assessments have been created for each identified critical task. Many critical tasks are the same for different positions in the company. The following chart defines identified critical tasks prioritized by risk rating.

Health & Safety	Risk Factor	Controls	Risk Factor
Hazards			After Controls
1A; Operating a Vehicl	e		
Task Safety Hazards:	Severity: 1	Engineering: Tire pressure gauges in new	Severity: 3
Flat tire, traffic	Imminent	vehicles, antilock brakes, parking brake, seat	Minor
conditions, road	Danger	belts, steps & handles, mirror and cameras, nets	
conditions, wildlife,		and tie straps, airbags.	Probability: C
inappropriate driving	Probability: A	Administrative:	Remote
behavior, slips, trips,	Probable	Safe Work Practices & Procedures: Driving	
unsecured load, vehicle		Safety, Load Securement, Fatigue Management,	
breakdowns.		Journey Management, Vehicle Operators Manual,	
Task Health Hazards:		Working Alone.	
Exposure to extreme		Preventative Maintenance and inspection	
weather conditions,		schedules	
heat stress, fatigue,		Orientation: driver abstracts review.	
muscle strain, working		Transportation Laws and Legislation	
alone.		PPE: Proper eyewear, appropriate footwear,	
aione.		weather appropriate clothing	
		Implementation of Control: Health & Safety	
		Co-ordinator	
1 A . On anothing Equipme		Co-ordinator	
1A; Operating Equipme		Frankran Charles 1 will be invest	G
Task Safety Hazards: Getting in and out of	Severity: 1	Engineering: Guards and rails, equipment	Severity: 3
machine, changing	Imminent	gauges, mirrors, backup alarms, H2S monitoring	Minor
attachments, people in	Danger	systems. Administrative:	
blind spots, burns from		Emergency Response Plan,	Probability: C
hot equipment,	Probability: A	Safe Work Practices & Procedures including:	Remote
dropping supplies with	Probable	Operator-Safe Operating Procedure, Installing	
equipment, working in		Dozer Blade, Mounting and Dismounting	
tight areas, loading		Equipment, Quick Attach Attachments, Working	
trucks, overhead &		Around People, Working in Tight Areas, Noise	
buried lines.		Exposure Procedure, Working Near Overhead	
Task Health Hazards:		Powerline, Working Near underground lines,	
Exposure to extreme		Working Alone, hand signals, danger zones,	
weather conditions,		ground disturbance.	
heat stress, H ₂ S		Equipment Operators Manual	
exposure, fumes,		Preventative Maintenance and inspection	
constant loud noises		schedules	
while running			

Corporate Health and Safety Management System Modification Date: July 5 2023



aquinment working		Sofety Tickets U.S. Alive WIMIS TOC	
equipment, working alone.		Safety Tickets : H ₂ S Alive, WHMIS, TDG, Ground Disturbance	
alone.			
		PPE : Hard hat, fire retardant coveralls,	
		appropriate clothing for weather conditions,	
		safety glasses, gloves, steel toed boots and ear	
		protection.	
		Implementation of Control: Operations	
		Manager	
1B; Refueling Equipme		1	
Task Safety Hazards:	Severity: 1	Engineering: Automatic shut off nozzle, tank	Severity: 3
Environmental	Imminent	vent, on/off valve	Minor
conditions, slips trips	Danger	Administrative:	
& falls, spilling fuel,	0	Safe Work Practices & Procedures Fueling	Probability: C
fire.	Probability: B	Equipment (no sparks or cell phones), Emergency	<i>Remote</i>
Task Health Hazards:	Reasonable	Spill Response	Kemole
Fumes, absorption of		PPE: Fire retardant coveralls, weather appropriate	
fuel.	Probable	clothing, steel-toed boots and gloves.	
1401.		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager	
2B; Equipment & Vehi	ala Danair & Sary		
Task Safety Hazards:	Severity: 2	Engineering Controls: hoists and/or lifts.	Severity: 3
	•	Administrative: Safe Work Practices &	•
Pinch points, mounting	Serious		Minor
and dismounting		Procedures: Lifting & Bending, Mounting and	
equipment, slips trips	Probability: B	Dismounting Equipment, Maintenance & Repair	Probability: C
& falls, broken sharp	Reasonable	of Equipment, Defective Tools, Working with	Remote
edges, energized or	Probable	Hydraulics, lockout tagout	
pressurized equipment.		PPE: Fire retardant coveralls, weather appropriate	
Task Health Hazards:		clothing, steel-toed boots, gloves, hearing	
Fumes, absorption of		protection, eye protection.	
fuel, heat stress.		Other Equipment: Fire extinguisher, spill kit	
		Implementation of Control: Operations	
		Manager.	
2B; Welding & Grindin		1	
	Severity: 2	Engineering Controls: Tool Guards, specialized	Severity: 3
	•	0 0	-
Pinch points. Fast	Serious	welding nozzles, welding bay, ventilation	Minor
Task Safety Hazards:Pinch points. Fastmoving tools, burns,	•	welding nozzles, welding bay, ventilation systems.	-
Pinch points. Fast moving tools, burns, slips trips & falls,	Serious	welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices &	Minor
Pinch points. Fast moving tools, burns, slips trips & falls,	Serious Probability: B	welding nozzles, welding bay, ventilation systems.	<i>Minor</i> Probability: B
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized	Serious Probability: B Reasonable	welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices &	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns,	Serious Probability: B	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, 	<i>Minor</i> Probability: B
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized	Serious Probability: B Reasonable	welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual.	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards:	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate 	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, noise, welders	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing 	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, noise, welders flash, heat stress,	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Face shield and or 	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, noise, welders	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Face shield and or welding mask. 	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, noise, welders flash, heat stress,	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Face shield and or welding mask. Other Equipment: Fire extinguisher. 	Minor Probability: B Reasonable
Pinch points. Fast moving tools, burns, slips trips & falls, sharp edges, energized or pressurized equipment. Task Health Hazards: Fumes, noise, welders flash, heat stress,	Serious Probability: B Reasonable	 welding nozzles, welding bay, ventilation systems. Administrative: Safe Work Practices & Procedures: Lifting & Bending, Defective Tools, lockout tagout, Welding & Grinding. Operators Manual. PPE: Fire retardant coveralls, weather appropriate clothing, steel-toed boots, gloves, hearing protection, eye protection. Face shield and or welding mask. 	Minor Probability: B Reasonable

Corporate Health and Safety Management System Modification Date: July 5 2023



Task Safety Hazards: Attachments falling, pinch points, slips trips and falls, bystanders. Task Health Hazards: Exhaust fumes, heat stress, exposure.	Severity: 2 Serious Probability: B Reasonable Probable	Engineering: Quick Attach, backup alarms, mirrors. Administrative: Safe Work Practices & Procedures: Quick Attach Attachments, Installing Dozer Blade, Mounting and Dismounting Equipment, Suspended Loads, Equipment Maintenance & Inspection schedules. PPE: Hard Hat, Coveralls, Steel Toed Boots, hearing protection, and Safety Glasses Implementation of Control: Operations Manager	Severity: 3 <i>Minor</i> Probability: C <i>Remote</i>
2B; Loading & Unloadi	ng Equipment	Manager	
Task Safety Hazards:	Severity: 2	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Attachments falling,	Serious	hitch pins, trailer rating.	Minor
pinch points, slips trips		Administrative: Safe Work Practices &	
and falls, bystander,	Probability: B	Procedures: Mounting and Dismounting	Probability: C
other equipment,	Reasonable	Equipment, Suspended Loads, Inspections, Load	Remote
unsecured loads, load	Probable	Securement, hand signals and eye contact, danger	
to heavy.	1.000000	zone.	
Task Health Hazards:		PPE : Hard Hat, Coveralls, Steel Toed Boots,	
Exhaust fumes, heat		hearing protection, and Safety Glasses	
stress, exposure.		Implementation of Control: Operations	
AD D' ' T		Manager	
2B; Digging Trees	S	T	S
Task Safety Hazards: Attachments/trees	Severity: 2	Engineering : backup alarms, cameras, mirrors,	Severity: 3
falling, pinch points,	Serious	tree markers, dual tires, electronic controls. Administrative: Safe Work Practices &	Minor
slips trips and falls,		Procedures: Mounting and Dismounting	
bystanders, other	Probability: B	Equipment, Suspended Loads, Inspections, Load	Probability: C
equipment and objects,	<i>Reasonable</i>	Securement, hand signals and eye contact, danger	Remote
nearby holes, flying	Probable	zone, Dig/Spade Trees, exposure & heat stress.	
debris, unbalanced		PPE : Coveralls, Steel Toed Boots, hearing	
load.		protection, and Safety Glasses	
Task Health Hazards:		Implementation of Control: Operations	
Exhaust fumes, heat		Manager	
stress, working alone.			
2B; Working Around P			
Task Safety Hazards:	Severity: 2	Elimination: Do not come to the workplace when	Severity: 3
Shared workspaces, co-	Serious	ill	Minor
workers, public and		Engineering: Work with assigned equipment,	
visitors to the worksite	Probability: B	vaccination	Probability: C
Tool Hoolth Horowday	Reasonable Probable	Administrative: Safe Work Practice: COVID in	Remote
Task Health Hazards:	Probable	the Workplace, Safe Job Practice: COVID	
COVID19 Exposure		Screening, maintain physical distancing, hand hygiene	
		PPE: Masks	
		Implementation of Control: Health & Safety	
		Co-ordinator	



2C; Traffic Control			
Task Safety Hazards:	Severity: 2	Severity: 3	
Traffic conditions,	Serious	Engineering: Signage/Traffic Control Devices, Radio communication devices, Airhorn	Minor
weather conditions,		Administrative:	
wildlife, motorists,	Probability: C	Safe Work Practices & Procedures: Traffic	Probability: C
slips, trips	Reasonable	Control, Fatigue Management, Working Alone.	Remote
Task Health Hazards:	Probable	Orientation; Transportation Laws and Legislation	
Exposure to extreme		PPE: High Visibility Coveralls/Hat, appropriate	
weather conditions,		footwear, weather appropriate clothing	
heat stress, fatigue,		Implementation of Control: Health & Safety	
muscle strain, working		Co-ordinator	
alone.			
3A; Labouring		·	-
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
and falls other		Administrative: Safe Work Practices &	
equipment, flying	Probability: A	Procedures: Working alone, lifting and bending,	Probability: C
debris, lifting.	Probable	exposure & heat stress.	Remote
Task Health Hazards:		PPE: Coveralls, Steel Toed Boots, hearing	
Extreme weather, heat		protection, and Safety Glasses	
stress, working alone.		Implementation of Control: Operations	
		Manager	
3A; Basketing Trees			
Task Safety Hazards:	Severity: 3	Engineering: backup alarms, cameras, mirrors,	Severity: 3
Pinch points, slips trips	Minor	ergonomic hand tools.	Minor
and falls other		Administrative: Safe Work Practices &	
equipment, flying	Probability: A	Procedures: Lifting and bending, exposure & heat	Probability: C
debris, lifting,	Probable	stress, Ground Disturbance, noise exposure.	Remote
underground lines.	11000000	PPE : Coveralls, Steel Toed Boots, hearing	Kemote
Task Health Hazards:		protection, and Safety Glasses	
Extreme weather, heat		Implementation of Control: Operations	
stress, noise.		Manager	
3B; Computer Use, Dat			
Task Safety Hazards:	Severity: 3	Engineering: Ergonomic chairs, computer	Severity: 3
pinch points, slips trip	Minor	accessories, anti-glare screen, monitor tilt,	Minor
and falls.		footrest.	
Task Health Hazards:	Probability: B	Administrative: Safe Work Practices &	Probability: C
Muscle strain,	Reasonably	Procedures: Office Safety	Remote
circulatory problems,	Probable	Implementation of Control: Health & Safety	
eye fatigue, carpal		Co-ordinator.	
tunnel syndrome			



5.3 Harassment & Violence Prevention Policy

The management of Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. are committed to providing a work environment in which all workers are treated with respect and dignity. Violence & Harassment will not be tolerated from any person at or outside of the work site including managers, supervisors, workers, customers, clients, and members of the public.

As the employer, the companies are committed to eliminating or, if that is not reasonably practicable, controlling the hazard of harassment. Everyone is obligated to uphold this policy and to work together to prevent workplace harassment.

Workplace harassment means any single incident or repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows, or ought reasonably to know, will or would cause offence or humiliation to a worker, or adversely affects the worker's health and safety. It includes conduct, comment, bullying or action because of race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation, and a sexual solicitation or advance.

Workplace violence means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical or psychological injury or harm, and includes domestic or sexual violence.

Reasonable action taken by the employer or supervisor relating to the management and direction of workers or a work site is not workplace harassment.

In support of this policy, we have put in place workplace harassment prevention procedures. It includes measures and procedures to protect workers from the hazard of harassment and a process for workers to report incidents or raise concerns.

Wild West Dirt Works Ltd. and or Glacier Rock Resources Inc. will ensure this policy and the supporting procedures are implemented and maintained. All workers and supervisors will receive relevant information and instruction on the contents of the policy and procedures.

Supervisors will adhere to this policy and the supporting procedures. 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 procedures. All workers are required to raise any concerns about harassment and to report any incidents to the appropriate person.



The companies will investigate and take appropriate corrective actions to address all incidents and complaints of workplace harassment in a fair, respectful, and timely manner.

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. pledge to respect the privacy of all concerned as much as possible. The companies will not disclose the circumstances related to an incident of harassment or the names of the parties involved (including the complainant, the person alleged to have committed the harassment, and any witnesses) except where necessary to investigate the incident, to take corrective action, to inform the parties involved in the incident of the results of the investigation and corrective action taken, or as required by law.

No workers can be penalized, reprimanded or in any way criticized when acting in good faith while following this policy and the supporting procedures for addressing situations involving harassment. This harassment prevention policy does not discourage a worker from exercising the worker's right under any other law, including the Alberta Human Rights Act.

5.3.1 Harassment & Violence Prevention Procedure

At anytime anyone becomes aware of a situation or incident involving workplace violence or harassment the incident should be reported to the manager or health and safety representative. All work place violence and harassment incidents will be documented following the incident reporting and investigation procedures as outlined in this manual. With regard to workplace harassment & violence, the following procedures shall be followed.

Hazard Assessment

- The Health & Safety Committee or Representative is involved in the hazard assessment and control process
- The existing and potential hazard of harassment is included in formal hazard assessments

Hazard Control

- Posted signage indicating zero tolerance policy for workplace violence or harassement
- Workers are trained in harassment recognition, conflict resolution, and reporting procedures
- Workers with direct client interaction use self-contained work areas where possible
- Supervisors and leads are trained in conflict resolution
- The company has adopted a zero-tolerance policy for workplace harassment

Incident Reporting

- When immediately when anyone becomes aware of an incident of workplace harassment
- **Who** any employee, supervisor, contractor, contracted employer, self-employed person, or visitor will report the incident to a supervisor, management, or human resources.



 How – all incidents of workplace harassment are documented following Section 12.2 Incident Reporting Procedures.

Incident Investigation

- All incidents of workplace violence and harassment are kept confidential and will be investigated within 48 hours
- Investigations only include involved personnel
- Managers are trained in investigating incidents of workplace harassment

Informing Involved Parties

- Where appropriate the company will advise individuals to report incidents to external agencies
- The complainant and the person who allegedly committed harassment will be informed of the status of the investigation, the results, and all corrective actions

Worker Support

- Workers are advised to consult a health professional of their choice for treatment or referral
- Workers are entitled to wages and benefits for the time they receive treatment

Worker Communication and Training

- Workers are trained on the company's harassment prevention policy/procedures during orientation
- Training is provided, as new work processes/conditions arise or when new hazards are identified

Program Administration and Continuous Improvement

- The harassment prevention policy/procedures are available to workers the Health & Safety Manual
- All hazard assessments, safe job procedures, incidents reports and investigations, and worker training are kept in a confidential filing cabinet
- The violence & harassment prevention policy and procedures are reviewed at least every 3 years by management in consultation with the Health & Safety Committee or Representative, or when an incident of harassment has occurred, or when the Health & Safety Committee or Representative recommends a review of the plan

Policy Review Log

Policy	Created	Reviewed By	Reviewed By	Reviewed By	Reviewed By
Violence & Harassment Policy	K Cissell Mar 17 2020	K Cissell July 5 2021	K Cissell July 19 2022		



5.4 Drug & Alcohol Policy

Drug and Alcohol Free Workplace

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. recognizes that the use of drugs and alcohol may adversely affect the ability of a person to work in a safe manner and can have a significant impact to coworkers, family, health care costs, productivity, assets, environment, and industry and/or company reputation. The companies promote and supports initiatives that provide for a safe and healthy work environment and the fair methods that deal with behaviors that can jeopardize people, property or the environment.

Compliance through Education

We are committed to the wellbeing of its employees and the prevention of alcohol and drug problems that may affect the performance of their work activities and duties. To carry out this commitment, the company will provide drug and alcohol awareness and education to ensure managers, employees and subcontractors are knowledgeable about the health and safety hazards of substance abuse as well as the identification and resolution of drug and alcohol hazards.

Fitness for Duty

All managers, employees and subcontractors who perform work or who operate equipment/vehicle are expected to report to work well rested, free from the effects of alcohol or drugs and fit to perform the full range of their work activities in a safe and productive manner.

If any worker is taking any prescription or over-the-counter drugs, or has had a drink containing alcohol within an 8-hour period before scheduled for work, that worker must, immediately

Corporate Health and Safety Management System Modification Date: July 5 2023



report the condition to the site supervisor. This mandate includes notification to be made to supervisors with the type and effects of potentially impairing prescription and 'over-the-counter drugs (medications) taken by a worker prior to their work activities commencing. If any worker has been contacted for off duty or emergency work assignments other than scheduled work activities and has taken a prescription or an over-the- counter drug, or has a drink containing alcohol within an 8 hour period before the assignment is scheduled to begin, that worker must not accept the work assignment for any reason. If the management or supervisor has reasonable cause to believe that the effects of drugs and alcohol have affected a worker's performance, they shall immediately relieve the individual of the job duties, reiterate the expected safe work behaviors and enact the discipline procedure. (See Discipline Policy)

Possession of Drugs & Alcohol

There is a zero tolerance for the possession and/or use of alcohol and or illegal drugs on any company work site, Client work sites or in company units,

In circumstances where supervisors have reasonable cause to believe an individual is in possession of alcohol or illegal drugs, the company may carry out a reasonable search of any bags, parcels, packages or similar personal belongings. If an individual refuses to consent to such a search, that individual may be denied entry/access to any company work activities.

Workers using prescription drugs as specified by a physician, or taking over-the-counter drugs, must report this to management or supervisor to ensure the Safety & Health of the worker. In all cases, the worker must inform their physician or pharmacists about the nature of their job and, through their counsel, investigate whether the medication they are taking can affect their ability to safely perform the full range of their work activities.

Compliance through Testing

In some situations, our company is obligated to enhance the drug and alcohol program for compliance through education and compliance testing. As part of an enhanced drug and alcohol program, the company reserves the right to conduct enhanced drug and alcohol testing as identified within the following two categories.

- Statutory Testing When required by federal or provincial statutes, regulations, or order.
- Obligated Testing When required in the ordinary course of business as stipulated in a contract between the company and a client.

The following are reasons drug and alcohol tests may be requested, based upon the categories above:



- Pre-employment Any safety sensitive workers who receive an offer of employment could be obligated to participate in a drug and alcohol testing program as a condition of employment.
- Post Incident Testing When any worker is involved in an incident that involved or could have resulted in a serious-personal injury, property damage or environmental impact and there are reasonable grounds to believe drugs and/or alcohol could have been a contributing factor.
- Return-to-duty and follow up testing used for workers who have returned to a work environment after a positive drug and alcohol test.

Drug & Alcohol Testing for Safety/Risk Sensitive Positions

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. reserves the right to conduct drug and alcohol testing of employees that are deemed to be in safety/risk sensitive positions or that provide relief to safety/risk sensitive positions.

Drug and alcohol testing is in furtherance commitment to ensuring the health and safety of personnel, third parties and the environment, and minimizing the level of risk associated with our operations. Specifically, the company reserves the right to conduct drug and alcohol testing using accredited personnel and laboratories for safety/risk sensitive employees in the following circumstances:

Safety/Risk Sensitive Pre-employment Testing

All applicants to whom have been given a conditional offer of employment in a safety/risk sensitive position may be required to submit to a pre-employment drug and alcohol test and must be deemed compliant to this standard/policy as a condition of employment. An employee rehired re-classified into a safety/risk sensitive position shall be subject to the same form of applicants' testing referred to above. Applicants for employment who test positive on any pre-employment drug and alcohol tests will not be offered employment.

Reasonable Cause/Suspicion Testing

The company may require an employee in a safety/risk sensitive position to undergo drug and alcohol testing if there is a reasonable cause or reasonable concern that an employee is using or has used drug or alcohol at work or an inappropriately short time prior to reporting to work. Reasonable suspicion will meet the following criteria:

• The employee has shown signs of impairment such as their physical appearance, actions, behavior, work performance (which include speech difficulties, unsteady on feet, yelling, odor – alcohol or other), witness observation, admission of use, or other



signs.

- Supervisor has reliable facts: such as witnessing a situation personally or a reliable witness has provided firsthand information
- The facts are reasonable
- The impairment is current, while on the job or company property

This testing will be conducted at the discretion of the companies direct supervisor and senior management. The facts of the situation will be documented, and senior management must be informed immediately.

Post-Incident Testing

Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. reserve the right to require an employee in a safety/risk sensitive position to undergo drug and alcohol testing after there has been a significant actual or near miss incident in which a third party, company property, the environment, or an employee or contractor was harmed or could be harmed. This testing will be conducted based upon the severity of the incident or potential incident and will be conducted at the discretion of the employee's supervisor and senior management. All post-incident drug testing must be administered within thirty-two hours following the incident or as soon as otherwise possible following the Company's notification of the incident or as soon thereafter as practical.

Return to Work Testing

An employee who has returned to work following disclosure of a current drug and alcohol dependence, a positive test result. Or following attendance in a substance abuse program, may be required to undergo drug and alcohol testing if that testing is recommended by either the individual's or the Company's medical or rehabilitative specialists.

The company may discipline or terminate for cause the employment of a worker or subcontractor who fails to comply with the drug and alcohol program. The appropriate consequence depends on the facts of the case, including the nature of the violation, the existence of existing violations, the responses to prior corrective programs and the seriousness of the violation. This could include failure to report for a test within a specified time period, refusal to submit a test, or any attempt to tamper with a test sample.

Employee Assistance

Drug and alcohol addictions, whether identified through testing or through a self-referral, can be managed through third party counseling. Management can assist in finding assistance to meet employee needs.



5.4.1 Recreational Cannabis

Intent

Our workers are our most valuable resource, and for that reason their health and safety is of paramount concern. Cannabis will be treated the same as all other recreational substances. Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. have adopted this policy to communicate its expectations and guidelines surrounding cannabis use, misuse, and abuse.

Guidelines

Employees under the influence of drugs or alcohol on the job can pose serious health and safety risks both to themselves and their fellow employees. To help ensure a safe and healthy workplace, and subject to very narrow exceptions, the companies reserves the right to prohibit certain items and substances from being brought on to or being present on company premises.

Expectations

The following expectations apply to employees and management alike while conducting work on behalf of the company, whether on or off company property:

- Employees are expected to arrive to work fit for duty and able to perform their duties safely and to standard;
- Employees must remain fit for duty for the duration of their shift;
- Use, possession, distribution, or sale of drugs or alcohol during work hours, including during paid and unpaid breaks, is strictly prohibited;
- Employees are prohibited from reporting to work while under the influence of recreational cannabis and any other non-prescribed substances;
- Employees on medically approved medication must communicate to management any potential risk, limitation, or restriction requiring modification of duties or temporary reassignment; and
- Employees are expected to abide by all governing legislation pertaining to the possession and use of cannabis.

Roles and Responsibilities

The company will clearly communicate all expectations surrounding cannabis use, misuse, and abuse. To help enforce this policy, management and employees are expected to adhere to the



following:

Management will:

- Identify any situations that may cause concern regarding an employee's ability to safely perform their job functions;
- Ensure that any employee who asks for help due to a drug or alcohol dependency is provided with the appropriate support (including accommodation) and is not disciplined for doing so; and
- Maintain confidentiality and employee privacy.

Employees must:

- Arrive to work fit for duty, and remain fit for duty throughout their shift;
- Perform work safely in accordance with company-established safe work practices;
- Avoid the consumption, possession, sale, or distribution of cannabis, other drugs, or alcohol on company property, and during working hours even if off company property;
- When off duty, refuse a request to come into work if unfit for duty;
- Report limitations and required modifications as a result of medically approved cannabis use;
- Report unfit co-workers to management;
- Seek advice or appropriate treatment, where required;
- Communicate dependency or emerging dependency;
- Abide by all governing legislation pertaining to the possession and use of cannabis.

Medical Cannabis

Where an employee uses medical cannabis, it is expected they will provide a copy of their medical documentation to use cannabis to management and abide by the accommodation policy.

Disciplinary Action

Employees found in violation of this policy may be subject to disciplinary action up to and including termination of employment. Where applicable, the company may also take legal



action in accordance with the law.

Confidentiality

Management acknowledges that confidentiality of drug and alcohol issues and test results is an important aspect to the success of any drug and alcohol program. Wild West Dirt Works Ltd. and Glacier Rock Resources Inc. and their representatives will at all times respect an individual's confidentiality and adhere to strict confidentiality guidelines when dealing with drug and alcohol issues and follow up assistance at all times.

Monty Cissell, President July 5 2023