

THE
AUTHENTIC
T-SHIRT COMPANY®

SANMAR
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Fall Prevention & Recovery Plan

Intent

The Authentic T-Shirt Company dba SanMar Canada (The Company) is dedicated to the protection of its employees from on-the-job injuries. All employees of The Company have the responsibility to work safely on the job. The purpose of this plan is: (a) To supplement our standard safety policy by providing safety standards specifically designed to cover fall protection on this job and; (b) to ensure that each employee is trained and made aware of the safety provisions which are to be implemented by this plan.

This plan is designed to enable employers and employees to recognize the fall hazards on this job and to establish the procedures that are to be followed in order to prevent falls to lower levels or through holes and openings in walking/working surfaces. Each employee will be trained in these procedures and strictly adhere to them except when doing so would expose the employee to a greater hazard. If, in the employee's opinion, this is the case, the employee is to notify the JHSC of the concern and the concern addressed before proceeding.

Safety policy and procedure on any one project cannot be administered, implemented, monitored and enforced by any one individual. The total objective of a safe, accident free work environment can only be accomplished by a dedicated, concerted effort by every individual involved with the project from management down to the last employee. Each employee must understand their value to the company; the costs of accidents, both monetary, physical, and emotional; the objective of the safety policy and procedures; the safety rules that apply to the safety policy and procedures; and what their individual role is in administering, implementing, monitoring, and compliance of their safety policy and procedures. This allows for a more personal approach to compliance through planning, training, understanding and cooperative effort, rather than by strict enforcement. If for any reason an unsafe act persists, strict enforcement will be implemented.

It is the responsibility of the Warehouse Manager to implement this Fall Protection Plan. The Warehouse Manager and Joint Health & Safety Committee (JHSC) are responsible for continual observational safety checks of their work operations and to enforce the safety policy and procedures. The Warehouse manager or designate also is responsible to correct any unsafe acts or conditions immediately. It is the responsibility of the employee to understand and adhere to the procedures of this plan and to follow the instructions of the Warehouse manager. It is also the responsibility of the employee to bring to management's attention any unsafe or hazardous conditions or acts that may cause injury to either themselves or any other employees. Any changes to this Fall Protection Plan must be approved by JHSC and Human Resources management.

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FALL PREVENTION

Where a worker is exposed to the hazard of falling more than three meters a fall arrest system shall be used to protect the worker. Workers will complete Fall Arrest training in addition to using the PPE of the fall arrest system. The fall arrest system shall consist of a suitable combination of a belt, a full body harness, a lanyard, an anchor and a rope-grabbing device or lifeline. The belt, full body harness, lanyard and lifeline shall be:

1. made of material with elastic properties capable of absorbing and minimizing the arrest force in case of a fall.
2. Be designated to distribute a fall arrest force in such a manner that the possibility of injury to the worker is minimized
3. Be of sufficient strength to absorb twice the energy that may be transmitted to the fall arrest system and
4. Not be knotted or allowed to become knotted when used or worn

When being used and worn against the hazard of falling, the lifeline of the fall arrest system shall be:

1. anchored so that a worker will fall free of arrest not more than one meter
2. connected to an object that is capable of resisting the arrest force in case of a fall and
3. free of sharp edges

Where workers are required to work, operate, maintain or service equipment, a safe means of access shall be provided. Every walkway and every working platform more than 1.5 meters above ground shall be provided with:

1. A handrail not less than 0.91 meter or more than 1.07 meters above the floor of the walkway or platform.
2. A second rail placed at the mid-point between the top rail and the floor of the walkway or platform or have the space between the top rail and the floor closed by a screen and
3. Toe boards which shall extend from the floor a height of not less than 100 millimeters.

Fall Recovery

In the event of a fall, the on duty First Aid attendant and Warehouse Manager or designate are to be notified immediately. Maintain constant supervision of worker and offer reassurance and verbal communication if able to do so. First Aid attendant and Warehouse Manager are to determine safest and most effective way of recovery. This could include but is not limited to, providing a ladder for the worker to climb on back up to platform, use other lift equipment to raise and release fallen worker, call 911 for emergency personnel assistance.

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Things to consider prior to implementing any recovery plan:

- Stabilize the subject before moving
- Head, neck and back injuries can be compounded if well-meaning (but untrained) fellow workers move the fall victim incorrectly.
- If suspended more than 15 minutes – Delayed shock can set in even an hour after rescue.
- While hanging in a harness or safety belt, circulation to the legs may be cut off.
- During this time, the blood in the legs may pool and develop a buildup of lactic acid and other biochemicals.
- The sudden release of pressure from the harness straps causes the blood from the legs with its chemical buildups to surge through the body, prompting a physical reaction that can lead to delayed shock symptoms.

If the worker was suspended for 10 minutes or more they are required to recover in the prone position while being observed by First Aid attendant. Treat for shock and transfer for medical attention if needed.

This plan is to be reviewed by the JHSC annually.

Last review or updated: _____

Signature committee member

Signature committee member

Signature committee member

Signature committee member