

THE AUTHENTIC T-SHIRT COMPANY®

SANMAR
C A N A D A

Workplace Occupational Health and Safety Policy

Intent

The Authentic T-Shirt Company dba SanMar Canada (The Company) is vitally interested in the health and safety of its employees. Protection of employees from injury or occupational disease is a major continuing objective. The Company will make every effort to provide a safe, healthy work environment. All supervisors and workers must be dedicated to the continuing objective of reducing risk of injury. The Company is ultimately responsible for worker health and safety, and will take every reasonable precaution possible for the protection of our employees.

The Company is committed to promoting a safe and healthy workplace for all employees, contractors, customers and visitors. In pursuit of our commitment, The Company will develop, implement and enforce such policies and procedures that promote and provide a healthier, safer work environment. The Company understands the importance of safety to the well-being and productivity of its people, and strives to safeguard the workplace from injury and malfeasance through dereliction of duty towards safety.

The Company will act in compliance with all Local, Federal, and Provincial workplace health and safety legislation.

Employee Responsibilities

Board Members and Executives

- These company officials are responsible for supplying an effective strategy that can manage the occupational health and safety concerns of The Company.
- They must ensure that resources are allocated and governed properly to achieve the health and safety requirements of employees, and that their policies comply with The Company's legal obligations.
- Foster a workplace culture of safety, with appropriate leadership.
- Review the policies efficacy on an annual basis, and revise where necessary.

Managers

- Responsibilities include their assistance in developing, implementing, and enforcing The Company's policies and procedures.
- Must continually promote health and safety awareness with instruction, information, training and supervision to ensure the safe performance of employees.
- Utilize the process of hazard identification, risk management and incident investigation.
- Perform occupational health and safety inspections of the workplace to identify and control any and all hazards to employees.
- Held accountable for the health and safety of workers under their supervision.

THE AUTHENTIC T-SHIRT COMPANY®

SANMAR
C A N A D A

- Ensure that machinery and equipment are safe and that employees work in compliance with established safe work practices and procedures.
- Ensure that employees receive adequate training in their specific work tasks to protect their health and safety.
- Conduct health and safety meetings.

Human Resources

- Liaison with government agencies to ensure workplace health and safety compliance.
- Act as an advisor to management on safety and health policy issues.
- Coordinate health and safety inspections, and follow up to ensure the completion of necessary corrective actions.
- Develop Best Practices.
- Design and develop accident / incident reports and investigation procedures.
- Maintain an up-to-date working knowledge of health and safety regulations as mandated locally, federally, or by the province / state.
- Design and develop company policies and procedures on workplace safety and health issues.
- Review injury and illness trends, and identify problem areas and solutions.

Employees

- Responsible for compliance with occupational health and safety policies and procedures.
- Must notify managers of any health and safety concerns, so that they may be dealt with promptly.
- Every employee must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the company.
- Use appropriate personal protective equipment as required.
- Report unsafe or potentially hazardous conditions, without fear of reprisal, to their Manager or Human Resources.

All Staff Are Responsible for the Following:

- Completion of required occupational health and safety training.
- Performance of their duties in a manner conducive to a safe workplace, following all safety practices and procedures.
- Reporting of any incident, injury or hazard as outlined in procedures.
- Report any acts of violence or harassment in the workplace.
- Promoting a hazard-free workplace.
- Learning the posted Emergency Plan detailing their facilities procedures pertaining to: Fire, Weather, or Medical Emergency.

We are all responsible for health and safety at The Authentic T-Shirt Company, SanMar Canada

THE
AUTHENTIC
T-SHIRT COMPANY®

SANMAR
C A N A D A

Communication

The Company encourages open communication on health and safety issues. It is essential to providing an injury-free and productive work environment.

- Employees that voice or identify a health and safety concern will not be subject to retaliation.
- Health and safety concerns will be reviewed by the Joint Health and Safety Committee (JHSC). The JHSC will initiate an investigation on each reported and/or potential hazard.
- Employees are encouraged to inform their supervisor or JHSC of any matter they perceive to be an actual or potential workplace hazard.
- Communication can be written or oral, and may be anonymous, if so desired.

THE
AUTHENTIC
T-SHIRT COMPANY®

SANMAR
C A N A D A

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Occupational Health and Safety Policy of The Authentic T-Shirt Company dba SanMar Canada I agree to adhere to this policy and will ensure that employees working under my direction adhere to this Policy. I understand that if I violate the rules set forth in this Policy, I may face legal, punitive, or corrective action.

Name: _____

Signature: _____

Date: _____