

THE AUTHENTIC T-SHIRT COMPANY®

SANMAR
C A N A D A

EMPLOYEES - WORKPLACE OCCUPATIONAL HEALTH AND SAFETY POLICY

Intent

It is the responsibility of The Authentic T-Shirt Company®/SanMar Canada (the Company) to provide a safe and healthy work environment for all employees, customers, visitors and contractors. The Company will develop, operate and maintain policies and procedures that align in accordance with Occupational Health and Safety standards. The Company outlines respective roles and responsibilities in this policy. This policy is to be used in conjunction with the Employee Occupational Health and Safety Program.

The Occupational Health and Safety Policy is committed to providing workers with a safe and healthy workplace by:

- Promoting a positive attitude towards health and safety in the workplace
- Providing sufficient resources to implement the Occupational Health and Safety Program
- Cooperating with the Joint Health and Safety Committee (JHSC) to identify hazards, assess risks and establish controls to eliminate or reduce risk of injury or illness

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

Definition

Employees are defined as: Full time, Part time, Coop students, Casual, Seasonal, Temporary labourers/workers

Responsibilities

- It is the responsibility of The Authentic T-Shirt Company®/SanMar Canada's management to develop, implement and maintain programs designed to prevent injuries and occupational diseases throughout The Company's workplaces by ensuring that health and safety hazards are controlled or eliminated, and by developing work procedures conducive to a healthy and safe workplace.
- It is the responsibility of every supervisor to ensure that all workers are instructed in, and follow all safe work procedures and regulatory requirements.
- It is the responsibility of all workers to follow proper safe work procedures and to monitor their workplaces for unsafe conditions and hazards.
- It is the responsibility of all contractors working for or on behalf of The Authentic T-Shirt Company®/SanMar Canada to implement effective safety programs for their workers, and comply with all safety rules of The Authentic T-Shirt Company®/SanMar Canada.

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

Acknowledgement and Agreement

I, _____, acknowledge that I have read and understand the Occupational Health and Safety Policy of The Authentic T-Shirt Company®/SanMar Canada. I have completed Occupational Health and Safety Training and acknowledge that I understand the components of the training program.

I agree to 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.

Employee Name (Please Print)

Date

Employee Signature

Manager Signature