

Health and Safety Policy

Shantz Enterprises is committed to providing and maintaining a safe and healthy work environment for all employees, subcontractors, clients, and visitors. We recognize the unique hazards associated with our industry and are dedicated to preventing accidents, injuries, and illnesses through effective health and safety management practices. The health and safety of our workforce is paramount to our success and sustainability. Therefore, we strive to prevent workplace injuries and illnesses by implementing and continually improving our health and safety management system.

Through the implementation and maintenance of our health and safety policy, we will ensure that workplace standards are developed to exceed the minimum requirements established in the Occupational Health and Safety Act and other relevant regulations.

Objectives:

1. **Risk Management:** Identify, assess, and control hazards associated with painting activities, including but not limited to chemical exposure, falls from heights, and ergonomic strains.
2. **Training and Competence:** Provide comprehensive training to ensure all employees, subcontractors, and supervisors are competent in safe work practices, handling of equipment, and use of personal protective equipment (PPE).
3. **Compliance:** Comply and adhere to all applicable and relevant health and safety legislation, regulations, and industry standards relevant to the painting industry, ensuring our operations meet or exceed these requirements..
4. **Prevention:** Identify, assess, and control workplace hazards to prevent accidents, injuries, and illnesses.
5. **Continuous Improvement:** Regularly review and improve our health and safety policies, procedures, and practices to enhance effectiveness and responsiveness to changing conditions.

Responsibilities:

- **Management:** Provide leadership and resources to support the health and safety program, ensuring that adequate training, equipment, and supervision are provided.
- **Supervisors:** Ensure that safe work practices are followed, hazards are reported and addressed promptly, and that employees are properly trained.
- **Employees:** Take responsibility for their own safety and the safety of others by following established safe work practices, participating in training, reporting hazards and concerns, and actively contributing to the identification and mitigation of workplace risks.

Health and Safety Procedures:

- **Painting Processes:** Develop and implement safe work procedures for all painting activities, including surface preparation, paint application methods (brush, roller, spray), handling and disposal of paints and solvents, and cleanup processes.
- **Chemical Management:** Safely handle, store, and dispose of paints, solvents, thinners and other chemicals in accordance with manufacturer instructions, safety data sheets (SDS) and regulatory requirements.
- **Fall Protection:** Implement fall protection measures for work at heights, including scaffolding, ladders, and personal fall arrest systems where necessary.
- **Ventilation and Respiratory Protection:** Ensure adequate ventilation in confined spaces and provide appropriate respiratory protection, such as respirators for tasks involving spray painting or in environments with potential exposure to airborne contaminants.

Personal Protective Equipment (PPE):

- Provide and require the use of PPE, including but not limited to gloves, eye protection, hearing protection, protective clothing, and appropriate footwear, in accordance with job-specific hazards and risk assessments.

Emergency Preparedness:

- Develop and communicate emergency procedures, including evacuation plans, procedures for spills or leaks, and first aid protocols specific to painting-related incidents.

Communication and Consultation:

- Encourage open communication and consultation between management and employees regarding health and safety matters.
- Engage employees in hazard identification, risk assessments, incident investigations and the development of safe work practises and procedures.

Review and Evaluation:

- Conduct regular inspections and audits to assess the effectiveness of health and safety controls and procedures.
- Review incidents and near misses to identify trends and implement corrective actions to prevent recurrence.

Implementation: This health and safety policy will be communicated to all employees and subcontractors upon hire and reviewed annually. Updates will be made as necessary to reflect changes in legislation, technology, or best practices.