

**POLICY NO:** 403  
**SECTION:** Human Resources  
**APPROVAL DATE:** September 4, 2003      **REVISION DATE:** November 3, 2023  
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## PURPOSE

- To ensure a safe and healthy work environment for all employees, contractors, visitors, and the general public at all Aquatera Utilities Inc. locations and worksites.
- To comply with the Alberta Occupational Health and Safety Act, Regulations and Code.

## POLICY STATEMENT

Safety is a core value. Aquatera Utilities Inc “Aquatera” is committed to promoting and maintaining the physical, psychological and social health, safety, and well-being of our employees. It is our goal to minimize exposure to the risks and hazards associated with our business.

Aquatera maintains a proactive Health and Safety Program that contains all Alberta Certificate of Recognition (COR) key elements and is in compliance with all applicable health and safety Legislation. The Chief Executive Officer is responsible for the overall Health and Safety Program.

Management and Supervisors will lead by example, set and enforce health and safety policies and procedures, provide training, equipment, and adequate resources to perform all tasks safely.

Employees at all levels are responsible and accountable for themselves and others health and safety. Adhering to safety policies and procedures and working in a safe manner is a condition of employment.

All Aquatera employees and contractors will understand and comply with the requirements of the Alberta Occupational Health and Safety Act, Regulations and Code, follow all safe work policies and procedures, and cooperate with management in working towards improved health and safety performance.

Visitors will comply with Aquatera safety policies and procedures or the direction of an Aquatera employee.

Safety performance and actions that contribute to the adherence and implementation of the Aquatera Health and Safety Program will be a key evaluation criteria in every employee’s performance assessment.

The Joint Workplace Health and Safety Committee, its activities and tasks will support and be supported by all Aquatera employees.

**No job or task, no matter how important will be done unless it can be done safely.**



Vaughn W. Bend, P. Eng.  
Chief Executive Officer  
Aquatera Utilities Inc.

Next Review Date: November 1, 2024

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