



# Occupational Health and Safety Policy Statement

## Supporting our commitment to Occupational Health & Safety

At CRH Canada Group Inc. our ambition is to have a culture of safety and wellness working together to “eliminate serious harm”. We believe that occupational injuries and illnesses are preventable. Our management team is committed to providing a safe and healthy work environment for everyone. As such, we apply OH&S standards and directives, define organizational accountabilities, provide necessary resources and training, set objectives and targets to manage OH&S performance and minimize risk to employees, contractors, visitors and the community.

## The most important principles of the OH&S Policy and associated management system that contribute to improvements of our OH&S performance are:

**Responsibility & Accountability** – Everyone is responsible for health and safety. Managers will provide appropriate management systems and are accountable for setting OH&S objectives and targets, and for managing OH&S performance. The Life Saving Rules must be followed and applied in daily tasks. All employees are asked to take the safety pledge, “When I See Something, I will Stop and Do Something”.

**Cultivate an Employee Driven Safety Culture** – Create a workplace where employees actively participate and feel ownership in the OH&S program.

**Human Performance** – We strive to become a learning organization when our employees feel they can “fail safely”. In order to do this and improve our overall safety performance by we focus on the six Human Performance Principles and implementation of Learning Teams.

**Compliance Assurance** – Compliance to applicable legal and other requirements is critical to meeting our goal. Compliance is monitored via periodic audits, inspections, and safety leadership interactions. Managers must take prompt action to correct identified hazards and/or compliance deficiencies.



**Continuous Improvement** – We demonstrate commitment to the prevention of occupational injuries and ill health through continuous improvement and collaborative and engaging processes involving employees, suppliers, and customers.

**Training** – Training is essential to have safe and healthy workplaces.

- All employees must have the right competencies for their work and must demonstrate those competencies. Training is provided to all employees to develop and enhance these competencies.
- Contractors must be trained in the OH&S rules and procedures applicable to their job. They are required to always conform to those OH&S rules and procedures.

**Incidents** – All incidents must be investigated to determine the root cause & implement corrective actions. Those with potential for serious harm must be shared between companies so that corrective or preventive measures are implemented throughout the organization.

January 2022

Robert Bourbeau, President, CRH Canada Construction & Materials  
Marie Glenn, Vice President, Ash Grove North