



## Emergency Telephone Numbers

<b>Ambulance/Police/Fire Department</b>	<b>911</b>	
<b>Halifax Regional Water Commission</b>	<b>1-902-490-4820</b>	
<b>Nova Scotia Power</b>	<b>1-902-428-6230</b>	
<b>Department of Environment &amp; Labour</b>	<b>1-800-952-2687</b>	
<b>Poison Control</b>	<b>1-902-428-8161</b>	
<b>Emergency Measures Organization</b>	<b>1-902-494-5400</b>	
<b>Environmental Emergencies</b>	<b>1-902-424-3600</b>	<b>1-800-565-1633</b>
<b>Department of Natural Resources Forest Fire &amp; Game Infractions</b>	<b>1-800-565-2224</b>	

### Emergency Contacts

<b>Project Coordinators:</b>	Joey Conrad	1-902-497-9264
	Shawn Pottie	1-902-448-7639
<b>Director of Construction:</b>	Shawn Marchand	1-902-478-3296
<b>Director of Development:</b>	Chris Marchand	1-902-880-3115
<b>Ramar Office:</b>	Phone: 1-902-865-1607	
	Fax: 1-902-865-1729	



## SAFETY POLICY

Ramar Construction Ltd. is committed to providing protection from the accidental loss of resources, including employees and physical assets.

In fulfilling this commitment to protect both people and property, management will provide and maintain a safe and healthy work environment in accordance with the industry standards and in compliance with legislative requirements. Ramar Construction Ltd. recognizes the right of employees to a safe and healthy workplace. We will strive to eliminate any foreseeable hazards, which may result in accidents, personal illness, or property damage.

All management and employees will be responsible for minimizing accidents within our facilities, as defined by the Internal Responsibility System (Nova Scotia Occupational Health and Safety Act).

Sub-contractor safe work practices and procedures will be clearly defined prior to commencing work with Ramar Construction Ltd. and the sub-contractor shall ensure that these are available on site for their employees to follow.

Accidental loss can be controlled through good management in combination with active employee involvement. Safety is the direct responsibility of all managers, project coordinators, and employees of both Ramar Construction Ltd. and their sub-contractors.

Management is responsible and accountable for job site safety and will comply with company safety requirements as they relate to planning, operation and maintenance of facilities and equipment. All employees and sub-contractors will perform their job properly, in accordance with established procedures and safe work practices. The aim of Ramar Construction Ltd. is an accident-free work environment. Working together in a spirit of co-operation and consultation and through a continuous safety and loss control effort, we can accomplish this goal.

I trust you will join me in a personal commitment to make safety a way of life for all who contribute to the success of our company.

Chris Marchand

March 30, 2024

\*The safety information in this policy does not take precedence over the OH&S Act, Regulations and Standards. All employees should be familiar with the OH&S Act and applicable legislation as provided.

## PPE POLICY

Ramar Construction Ltd. is committed to the use of appropriate personal protective equipment (PPE) to minimize injuries to our employees and subcontractors. Ramar's objective is to ensure that all Ramar employees, sub-contractors, and visitors wear appropriate PPE while on any Ramar jobsite, as outlined in the company safety manual and provincial regulations.

Employees are to refer to applicable SDS sheets for appropriate PPE use when working with chemicals. All PPE requirements of the Nova Scotia Occupational Health and Safety Act and Regulations will be followed.

Employees are required to wear:

- CSA Grade 1 safety boots
- Safety vests while on sites where heavy equipment is operating.
- CSA approved hardhats where a hazard to the head exists.
- CSA safety glasses where a hazard to the eye exists.
- Hearing protection where a hearing hazard exists.

Employees shall inspect PPE prior to each use. In conjunction with daily visual inspections of harness gear, employees and sub-contractors will maintain inspection and service records for specialty PPE and remove from service any gear that is defective or of questionable reliability.

No alterations or modifications shall be made to any PPE. All equipment shall be used, inspected, and maintained as per the manufacturer's specifications.

Chris Marchand

March 30, 2024

## COMPANY RULES

In addition to the following rules, **Ramar** reserves the right to dismiss immediately, any **Ramar** employee or sub-contractor in violation of the Nova Scotia Occupational Health & Safety Act or regulations, where this violation has the potential to endanger the health or safety of any persons at or near the workplace.

Working safely to protect your families is our primary objective.

Action	Consequence
Consuming, being in possession of alcohol or drugs (legal/illegal) on company premises, in company vehicles or on any company job site, is prohibited. Refer to Substance Use Policy.	1 <sup>st</sup> offence – immediate dismissal
Theft, vandalism, or other abuse or misuse of company property is prohibited. This includes the misuse of proprietary (confidential) material.	
Fighting, horseplay, practical jokes, or otherwise interfering with other workers is prohibited.	1 <sup>st</sup> offence – Written warning and a copy to be placed on file  2 <sup>nd</sup> offence – Dismissal (this applies to sub-contractors as well)
All unsafe acts and conditions, accidents, and near misses are to be reported immediately.	1 <sup>st</sup> offence – Verbal warning which is documented and put on file  2 <sup>nd</sup> offence – Written warning and a copy in employee's file  3 <sup>rd</sup> offence - Termination or in the case of sub contractors, removal from the site.
No smoking/vaping on construction sites.	
All incidents that result in damage or injury are to be reported immediately.	
First aid treatment is to be obtained promptly for any injury.	
Proper Personal Protective Equipment is always to be used.	
All work shall be carried out in accordance with appropriate Safe Work Practices.	
Only those tools that are in good repair shall be used.	
Every worker shall help keep the job site neat, clean, and orderly.	