



2025 Health and Safety Policy Statement

The Municipality of Thames Centre is committed to providing a safe and healthy working environment for all its employees.

Scope

The Municipality of Thames Centre strives to provide an accessible and productive work environment that is free from physical or psychological harm. The Municipality of Thames Centre will maintain awareness of applicable occupational health and safety laws, policies and procedures and encourage a holistic approach to employee wellness.

The Municipality of Thames Centre shall establish and maintain a Joint Occupational Health and Safety Committee, maintain Health and Safety Policies and Procedures, ensure that every effort is made to adhere to the legal requirements of *the Occupational Health and Safety Act* and recognize it is in the best interest of all parties to consider health, safety and wellness in all day-to-day operations.

The Municipality of Thames Centre recognizes the importance of psychological health and safety in the workplace and will promote a positive working environment through appropriate policies, programs and services designed to build employee resilience, create a respectful workplace, enhance mental health knowledge and eliminate stigma.

All staff are responsible for working safely and following health and safety legislation as a minimum standard. All employees are required to report unsafe conditions or workplace violence or harassment, and to bring awareness to fellow employees when they are working in an unsafe manner. Unacceptable performance of health and safety duties or behaviours contravening Health and Safety policies will not be tolerated.

The responsibility and accountability for health and safety is shared by managers, supervisors and employees, and health and safety is never to be sacrificed.

All levels of the organization will remain committed to pursuing a successful health and safety program and a safe workplace at the Municipality of Thames Centre.

Sharron McMillan, Mayor
Municipality of Thames Centre

Anica Peter, Chair JHSC
HR Manager

David Barrick, Chief Administrative Officer
Municipality of Thames Centre

Eric Fox, Co-Chair JHSC
Solid Waste Operator