

## WESTERN STEVEDORING COMPANY LIMITED

### SAFETY FOOTWEAR POLICY

In order to be in compliance with the Canadian Occupational Safety and Health Regulations (COSH – part of the Canada Labour Code) and be consistent with instructions from Human Resources Social Development Canada (HRSDC), all Waterfront Employers and their employees, when in a materials handling area, must wear safety footwear in accordance with the Industry Standard.

All Western Stevedoring employees are asked to familiarize themselves with Western Stevedoring’s Safety Footwear Policy and minimum requirements for safety footwear.

Foremen expenses for appropriate footwear is covered by Western Stevedoring up to a maximum value of \$125.00. Foremen receive automatic reimbursement every two years via their pay cheque.

Based on job requirements staff expenses for appropriate footwear will be reimbursed based upon pre-approval by the Manager – Health & Safety, Quality & Environment.

Any queries relating to this policy will be answered by the Manager – Health & Safety, Quality & Environment.

This Policy applies to Western Stevedoring Management, Staff, Superintendents and Foremen who are required to enter a materials handling area at a Western Stevedoring Terminal and who are required to board a berthed vessel at any Terminal.

*Darcy Hinds*

Darcy Hinds, Director – Health & Safety, Quality & Environment

Signed: Feb 16, 2022

Version Number	Date	Originator	Details of Change
1.0			
This policy is to be reviewed at a minimum of every 3 years.			