

2026-2027 HEALTH & SAFETY POLICY STATEMENT & GOALS

HEALTH & SAFETY POLICY STATEMENT

The health and safety of our employees is important. Our policy is to strive for the highest possible level of safety and to comply with all applicable laws. We are committed to the prevention of occupational illness and injury. We believe that prevention is key to reducing the human and economic costs associated with workplace injuries, accidents and illness. We do this with the help and cooperation of our employees and consumers. Everyone must be conscientious about work safety including proper work methods, reporting potential hazards and decreasing known hazards.

Cheshire will make every reasonable and practical effort to provide and maintain a safe and healthy occupational environment. It must be remembered that most work areas are consumers' private homes and as such warrant respect for individual needs, styles, cultures, likes and dislikes.

Cheshire employees, consumers, leaders and board members are responsible for complying with all legislative and organizational policies, procedures and practices related to health and safety. Moreover, they are responsible for actively promoting, identifying and reporting the need for change or updating current information and practices.

While prevention is our goal, Cheshire is also committed to the active rehabilitation of workers who are injured. We do this by providing early and safe return to work duties where necessary and by working cooperatively with the injured worker and their health care providers to develop return to work strategies that facilitate their recovery.

Cheshire continues to work towards the elimination of workplace injuries. Working with our Joint Occupational Health & Safety Committees and building on the foundation of a comprehensive Health & Safety program, our goals this year will focus on the following areas:

- **Ergonomics and Musculoskeletal health:** Cheshire is dedicated to maintaining a safe and healthy environment for both administrative staff and front line – employees by proactively addressing ergonomic risks and reducing work related musculoskeletal disorders (MSDs) through ergonomic assessments, targeted control measures, employee education. Cheshire aims to reduce musculoskeletal injury incidents.
- **Workplace Harassment and Violence, and Psychological Health & Safety:** Cheshire reaffirms its commitment to maintaining a workforce free from harassment, violence, and any conditions that may compromise psychological health and safety. The organization strongly encourages the reporting of all incidents or concerns and is dedicated to fostering a safe, respectful, and supportive environment for every employee.

Cheshire further commits to strengthening psychological health and safety through ongoing staff training, awareness initiatives, and open dialogue. The organization will ensure that all employees receive comprehensive education on recognizing, preventing, and responding to workplace violence, harassment, and psychological hazards.

Policies and procedures related to harassment, violence, and psychological well-being will continue to be regularly reviewed, updated, and communicated, ensuring that Cheshire remains proactive in protecting both the physical and mental well-being of its workforce.

- **Hazard Awareness & Reporting:** Cheshire is committed to fostering a safe and healthy working environment by prioritizing hazard identification and awareness as a core part of its Occupational Health & Safety initiatives. We will proactively identify and manage potential hazards through regular workplace inspections and risk assessments that cover physical, ergonomic, and psychosocial risks.
- **Infection Control and Personal Safety:** Cheshire is dedicated to ensuring all staff are aware of current infection control practices and how to utilize personal protective equipment for personal safety. Through enhanced hands-on training and improved standards of practice, Cheshire recognizes the importance of competency in infection control and personal safety practices and will continue to empower staff to utilize available PPE where appropriate. We are committed to regularly reviewing our existing protocols and measures; while also collaborating with other agencies to ensure we provide the most effective practices for our employees.



Executive Director