

## Health and Safety Policy

*Jealous Fruits Ltd* has been growing cherries and offering employment opportunities in the Okanagan Valley for over 100 years. While we have changed names, our commitment to growing the finest cherries, and being a great place to work remains priority.

*Jealous Fruits Ltd* wants its workplace to be a healthy and safe environment. To achieve this we will establish and maintain an occupational health and safety program designed to prevent injuries and disease. The Company is responsible and accountable for the promotion and development of employee safety awareness and for ensuring the use of safe work practices. The Company will provide workers with adequate instruction in health and safety and address unsafe situations in a timely, effective manner. Every person employed by the Company has the duty to work safely and promote safe work practices, safe working conditions and positive attitudes towards accident prevention.

**C**hoose to come forward... if you see something unsafe, it is the responsibility of all workers to report it ... if you have a suggestion of a safer way to do something ... we want to hear from you!

**H**ealth & Safety Investigations of any injuries or near misses will be done as soon as possible to help us create preventative measures to ensure the health and safety of workers. Workplace Inspections will be done regularly to ensure the prevention of unsafe working conditions.

**E**valuate your actions! Are you following Safe Work Procedures? Do you clearly understand the task at hand? Are there risks involved? Taking the time to think before you act will help you keep safe.

**R**ights and Responsibilities: Workers have 3 basic rights ... the right to know, the right to participate and the right to refuse unsafe work. Workers also are responsible to report unsafe acts and conditions as well as any first aid/medical treatment due to an injury on the job.

**R**eview Health and Safety records, this helps us gauge our program. We are committed to regular reviews of our records. Employees are critical to this process and as such are encouraged to ensure accuracy in timely reporting of incidents and accidents.

**I**dentify potential Hazards. This is necessary to ensure a safe workplace is ensuring a system is in place to assess potential hazards. Our process addresses all four components of a workplace: People, Environment, Materials and Equipment.

**E**ducation is the cornerstone of our Health and Safety Program. All employees will be given an orientation by their supervisor to ensure awareness. Training and Orientation includes but is not limited to: WHMIS, fire safety/evacuation, and emergency preparedness.

**S**afety first Attitude. Always think about what you are doing before you start. Ask questions, bring forward ideas, participate in the Health & Safety Committee. We are all part of the same team.

Signed by: \_\_\_\_\_

Date: \_\_\_\_\_

MAY 13, 2021