

SUPERVISION AND DUE DILIGENCE POLICY

The Pacific Group of Companies are committed to taking all reasonable steps in all circumstances of the workplace to ensure the health and safety of our workers. Achieving this goal of *due diligence* is largely dependent upon the quality of our supervisory personnel.

To assist supervisory personnel in attaining due diligence expectations, The Pacific Group of Companies management will:

- 1) ensure supervisory personnel receive instruction in:
 - a) health and safety responsibilities,
 - b) training, instructing and motivating workers to work safely through the use of worker orientations, tool-box talks and one-on-one discussions,
 - c) supervising workers, monitoring worker safety performance, correcting unsafe behaviour and enforcing program requirements,
 - d) recognizing and controlling hazards,
 - e) performing safety inspections,
 - f) performing accident investigations.

- 2) ensure that supervisory personnel have demonstrated abilities in:
 - a) effective communication,
 - b) leadership and safe organization of work,
 - c) problem solving, and
 - d) compatibility with company philosophy.

- 3) provide supervisory personnel with achievable safety objectives and feedback on their safety performance,

- 4) employ and promote only those supervisors who demonstrate a concern for the health and safety of the employees they are in charge of,

- 5) provide materials to assist supervisors in developing and maintaining worker interest in health and safety,

- 6) provide record keeping formats,

- 7) communicate to construction purchasers, contractors, regulatory agencies and workers that we and our supervisory personnel are committed to working safely.