

Document No: SOP-OHS-24

Revision: 1.0

Effective Date: _____

**Viking Reinforcing Ltd.
Annual Zero Tolerance Safety Policy**

At Viking Reinforcing Ltd., the health, safety, and well-being of our employees, subcontractors, and the public is our highest priority. We are committed to maintaining a safe work environment in compliance with WorkSafeBC regulations and the BC Employment Standards Act.

This Zero Tolerance Safety Policy is established to prevent serious incidents, injuries, and fatalities in our high-risk rebar fabrication and construction operations. The following critical safety requirements have been identified through Viking Reinforcing's Hazard Identification and Risk Assessment process (FORM-OHS-06 and REGISTER-OHS-03). Failure to comply represents a high-risk exposure with potential for serious injury or fatality.

Under this policy, a single confirmed infraction of the following critical safety requirements may result in immediate termination of employment for just cause, without notice or compensation, as permitted under BC law:

- Failure to wear high visibility apparel
- Failure to wear protective eyewear (e.g., safety glasses, face shields)
- Failure to wear hard hats
- Failure to use fall protection when working at heights
- Failure to wear CSA-approved steel-toed boots
- Failure to follow pinch point controls around rebar fabrication equipment (benders, shears)
- Failure to maintain safe distance from suspended loads, forklifts, and telehandlers
- Unauthorized operation of equipment
- Engaging in unsafe behavior including horseplay, practical jokes, or distraction of workers in high-risk environments involving mobile equipment or fabrication machinery

Supporting WorkSafeBC Regulations:

- Part 8.24 - High Visibility Apparel
- Parts 8.14-8.17 - Eye Protection
- Part 8.11 - Head Protection
- Part 11 - Fall Protection
- Part 8.22 - Footwear

Supervisory Responsibility:

Supervisors are responsible for enforcing this policy, ensuring workers are properly trained, equipped, and monitored, and for taking immediate corrective action where unsafe conditions or behaviors are observed.

Worker Rights:

Workers retain the right to refuse unsafe work under WorkSafeBC regulations without fear of reprisal. This policy does not override that right.

Training and Competency:

All workers subject to this policy receive documented training and competency verification prior to performing work (FORM-OHS-11 Worker Training Record).

Investigation and Due Diligence:

All violations will be subject to formal investigation (FORM-OHS-04 Incident Investigation Report) to confirm facts and ensure due diligence prior to disciplinary action.

Disciplinary Consistency:

While Viking Reinforcing maintains a zero tolerance stance for critical safety violations, all disciplinary actions will be applied consistently and in accordance with company procedures, ensuring fairness, due diligence, and compliance with employment law.

Worker Participation:

This policy is reviewed with worker participation through safety meetings and Joint Health & Safety Committee discussions (LOG-OHS-04 Safety Meeting Log).

Applicability:

This policy applies to all employees, subcontractors, and visitors on Viking Reinforcing worksites.

Documentation and Enforcement:

All violations and corrective actions are documented in the Corrective Action Register (REGISTER-OHS-02).

By signing below, I acknowledge that:

1. I have received, read, and understand Viking Reinforcing Ltd.'s Zero Tolerance Safety Policy.
2. I agree to comply with all safety requirements, including proper use of PPE.
3. I understand that a confirmed breach may result in disciplinary action up to and including termination.
4. I have been provided with necessary training, PPE, and resources to work safely.

Employee Signature: _____

Date: _____

Printed Name: _____

Supervisor/Witness Signature: _____

Date: _____

Printed Name: _____

Position: _____