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Subject: **Health & Safety**

Effective: October 11, 2011

Preamble: Sussex Golf & Curling Club is committed to providing a healthy and safe workplace for its employees. Protection of employees from injury or occupational disease is a major continuing objective. Sussex Golf & Curling Club will make every effort to provide a safe, healthy work environment.

1.0 All supervisors and workers are accountable to reduce the risk of injury.

2.0 The Board of Directors is committed to continuing improvement toward an accident-free workplace through effective administration, education and training, and will fund appropriate training opportunities for staff at all levels.

3.0 Supervisors will be held accountable for the health and safety of workers under their supervision.

3.1 Supervisors are responsible to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures. Safe work practices and job procedures will be clearly defined for all positions and will be reviewed when seasonal employees return to work each year.

4.0 Workers must receive adequate training in their specific work tasks to protect their health and safety.

5.0 Every worker must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the company.

6.0 It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from the President of the Board of Directors to the workers.

7.0 The Health & Safety policy will be administered by the General Manager.

8.0 The Health & Safety policy will be reviewed annually by both the Joint Health & Safety Committee and the Board of Directors, with consideration given to any changes required to maintain its relevance and appropriateness.

President

General Manager

Date

APPROVED by the Board of Directors 11/10/2011.