

Registration of Constructors and Employers Engaged in Construction **Inscription des constructeurs et des employeurs associés à des travaux de construction**

Pursuant to section 5 of the Construction Regulations made under the OHSA, "Before beginning work at a project, each constructor and employer engaged in construction shall complete an approved registration form. The constructor shall ensure that each employer at the project provides to the constructor a completed approved registration form; and a copy of the employer's completed form is kept at the project while the employer is working there."

Conformément à l'article 5 du règlement intitulé Construction Projects, pris en application de la Loi sur la santé et la sécurité au travail, «les constructeurs et les employeurs associés à des travaux de construction doivent remplir un formulaire officiel avant de commencer leurs travaux. Les constructeurs doivent veiller à ce que tous les employeurs associés au chantier lui remettent un formulaire d'inscription dûment rempli. Une copie du formulaire d'inscription des employeurs doit être gardée au chantier tant et aussi longtemps que les employeurs y travaillent.»

Nature of Business (check one) Genre d'entreprise (cochez une case)			
<input type="checkbox"/> Individual Individuelle	<input type="checkbox"/> Sole proprietorship À propriétaire unique	<input type="checkbox"/> Partnership En nom collectif	<input checked="" type="checkbox"/> Corporation Société
<input type="checkbox"/> Joint Venture Coentreprise			
Name and Full Address of Business / Nom et adresse complète de l'entreprise Mansteel Ltd 105 Industrial Rd #200 Richmond Hill ON L4C 2Y4			
Telephone No.: N° de téléphone 905-780-1488		Fax: N° de télécopieur 905-780-1490	
Names of Corporations Nom des sociétés		Main Business Address Adresse principale	
1. Same as above			
Telephone No.: N° de téléphone		Fax: N° de télécopieur	
2.			
Telephone No.: N° de téléphone		Fax: N° de télécopieur	
Names of Directors & Principal Officers Nom des directeurs et des principaux dirigeants		Title Titre	Date Appointed Date d'entrée en fonction
1. Michael Mansour		President	1989
2.			
Average No. of Employees on Project Nombre moyen d'employés sur le chantier <input type="checkbox"/> 1 - 5 <input type="checkbox"/> 6 - 19 <input type="checkbox"/> 20 - 49 <input type="checkbox"/> 50 + / 50 et plus			
Master Business Licence No. N° du permis principal d'entreprise (MCC)	Retail Sales Tax No. N° de taxe de vente au détail	WSIB No. N° de compte (CSPAAT)	WSIB Rate No. N° de groupe tarifaire (CSPAAT)
	122848575RT	090179 EA	372
I hereby certify that the above information is correct / J'atteste par la présente que les renseignements donnés plus haut sont exacts.			
Position & Title Poste et titre	Signature Signature	Date Date	
Executive Assistant	J. Belque	March 28/19	

Employers are required to submit the completed form to the Constructor for posting/display at the project.
Les employeurs doivent remettre le formulaire dûment rempli au constructeur pour qu'il puisse l'afficher sur le chantier.

MANSTEEL LIMITED

SAFETY POLICY AND REFERENCE MANUAL

INDEX

	Page No.
Policy Statement	2
Responsibilities of Owners & Management	3 - 4
Responsibilities of Site Supervisor (Foreman)	5 - 6
Responsibilities of Workers	7 - 8
Duties of Safety Manager	9 -10
Construction Site References	11 -12
Modified Duties	TBD

Remainder of Manual - Re: WHMIS

Document file which contains - Daily Manual, Act and Regs for construction, WHMIS, Asbestos, Bill 208 and Reference manuals, WSIB Reg. 950, Emergency First Aid, WSIB Form No. 7.

Posters Re: WSIB Form 82, CSAO Abstract, WHMIS and other documentation.

Policy Statement

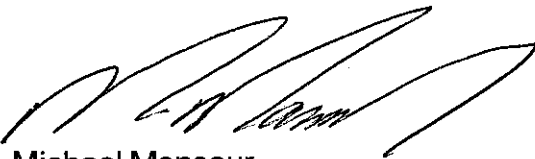
It is the policy of Mansteel Ltd. that every employee is entitled to work under the safest conditions while carrying out work for the company.

Every effort must be made by each worker, foreman, supervisor and management to ensure a safe work environment, on a daily basis. Eliminating hazards that can cause personal injury and property damage is an on going responsibility of each employee at Mansteel Ltd.

Our Policy is to develop, implement and maintain an effective safety program. Management recognizes the need for communication and follow-up on safety matters and, to this end, has made our Safety Manager, Mr. Sean Frankfort available to staff on a routine and regular basis, to ensure our adherence with the Occupational Health and Safety Act and Regulations.

Safety is a team effort and we want you on our side. I trust that everyone will join me in ensuring a positive healthy attitude towards Safety and Mansteel Ltd.

Yours Sincerely,
Mansteel Ltd.

A handwritten signature in black ink, appearing to read 'Michael Mansour', written in a cursive style.

Michael Mansour
President

REVISED January 2019

Duties and Responsibilities of the Owners

and Managers of Mansteel Ltd.

1. Be familiar with the Company Safety Policy, Occupational Health and Safety Act and Regulations and all relevant applicable legislation.
2. Mansteel Ltd. shall appoint a competent person to act as the Safety Manager, whose responsibility is Occupational Health and Safety for the Company.
3. Make regular shop inspections (Safety Manager) both planned and unplanned to ensure that the company safety policy and all relevant applicable legislation is being complied with and take disciplinary action when necessary to ensure compliance.
4. When Mansteel Ltd. is a sub-contractor on a project, abide with the constructors safety policy and attend Safety Committee meetings as required by the constructor or site supervisor.
5. Investigate, review and analyze all accidents involving fatalities, critical injuries, lost time injuries requiring professional treatment and acute or chronic illness, regardless of the nature or circumstances. (Safety Manager)
6. Investigate, review and analyze all occurrences involving property damage, near accidents with potential for serious injury or lost time, and fire or explosion.
7. Ensure that an injured worker's progress is monitored and that modified duties are provided during rehabilitation period, if possible. Correspond with and adjudicate the WSIB claim. Obtain written confirmation of the injured worker's physical restrictions, if any, prior to creating modified work.
8. Ensure that at least one Mansteel Ltd. employee has a valid first aid certificate, preferably the shop supervisor or one of his assistants, or the certified Health and Safety representative (once required by the Act).
9. Support and promote any action taken by a Health and Safety representative committee, the Safety Manager, or by anyone in the workplace in the interest of Health and Safety.
10. Ensure adequate training for Mansteel Ltd. employees is provided e.g. WHMIS, proper use of equipment, materials and protective devices.
11. Ensure that information, instruction and supervision is provided for the protection of all Mansteel Ltd. employees.
12. Hold company safety meetings at least once a year.

13. Periodically review the company Safety Policy and procedures. Document and implement measures if improvement can be made to the current Safety Policy and Program and reference manual.
14. In cooperation with the Mansteel Ltd. Safety Manager and Shop Supervisor, ensure that all relevant necessary documents, drawings and information are conspicuously posted or available for review on Company premises.
 - Occupational Health & Safety Act & Regulations
 - WHMIS Act and Regulations
 - WSIB Reg. 950 (First Aid requirements)
 - WHMIS Symbol poster (posted)
 - WSIB Form 82 poster re injuries (posted)
 - Health and Safety inspector reports (posted)
 - Safety Manager reports (posted)

Where applicable:

- Relevant site engineering drawings or documents relating to structural steel
 - Emergency service locations and phone numbers
 - Hospital (or walk-in medical)
 - Ambulance
 - Police
 - Fire and emergency
 - Nearest Ministry of Labour Health & Safety branch
15. Ensure that the equipment, materials, tools and protective devices provided by Mansteel Ltd. are maintained in good condition and in cooperation with the company shop Supervisor and Safety Manager, ensure that they are used in the manner intended, to protect the workers from the particular hazard to which they may be exposed or subjected, while using said equipment, materials etc.
 16. Provide, on premises, first aid boxes with provisions as prescribed by WSIB.
 17. Provide assistance required by an employee, Mansteel Ltd. Management, Supervisors and Safety Manager, to ensure that all company employees understand the company safety policy.

Responsibilities, Duties of Mansteel Ltd.
Supervisors (Foreman)

Supervisors shall:

1. Be responsible for Mansteel Ltd. operations, in its entirety.
2. Be familiar with Mansteel Ltd. Safety Policy, Occupational Health and Safety Act and Regulations and all applicable legislation.
3. If Mansteel Ltd. is a sub-contractor on the project, be familiar with the constructors Safety Policy.
4. Conduct regular safety tours of Mansteel Ltd. areas of operations (shop), with the Safety Manager, if deemed necessary.
5. Implement and enforce Mansteel Ltd. Safety Policy and legislation, take disciplinary action when necessary to ensure compliance.
6. If Mansteel Ltd. are sub-contractors on a project, attend site safety committee meetings as required by the constructor and report to the Safety Manager on matters of concern.
7. Take immediate action to rectify any unsafe or hazardous conditions or dangerous practice personally observed or reported to him/her in the area of his/her direct control.
8. If a hazardous condition or unsafe practice is observed or reported in an area outside his/her direct control, inform the person he/she believes to be responsible.
9. Ensure that any orders left by a Ministry of Labour, Health and Safety officer and/or the Safety Manager are complied with as soon as possible. Provide copies of Ministry of Labour orders to the Safety Manager for his attention and action as may be deemed necessary.
10. Endeavor to provide a safe and healthy work environment by action and example, promote a sincere safety attitude in all personnel.
11. Record daily, a journal (logbook) observations of site activity, relating to site safety, accidental injuries and first aid treatment.
12. Ensure that the equipment, material, tools and protective devices required to protect

the worker are provided and maintained in good condition and that the worker uses same in the manner intended to protect the worker.

13. Ensure that housekeeping and clean up is carried out as often as is necessary to prevent a hazardous condition, in a manner that permits other contractors access to their work areas.
14. Investigate all accidents and occurrences immediately. Inform Safety Manager of complete accident investigation and provide copies of same to Safety Manager also the required reports to the Ministry of Labour.
15. When an injury occurs and the person requires medical attention, provide transportation if required or requested and ensure a responsible person accompanies the injured person.
16. Attend training programs as instructed by Mansteel Ltd. and the Safety Manager.
17. Ensure that Material Safety Data Sheets re: WHMIS, are provided for any hazardous material that Mansteel Ltd. employees use on a project, or brings to a project for others to use.

Responsibilities & Duties of a Worker

1. Work in compliance with the Occupational Health and Safety Act, Regulations and all relevant applicable legislation.
2. A worker shall also be familiar with Mansteel Ltd. Health and Safety Policy program and where applicable be familiar with the constructors Health and Safety Policy program.
3. A worker shall use or wear the equipment, protective devices and/or clothing that his employer requires to be used or worn.
4. A worker shall not use any equipment, protective device or clothing that is known to him/her to be defective.
5. A worker shall not work in a manner that will endanger him/herself or any other person.
6. A worker shall report all accidents and/or hazardous conditions that he/she may observe or is known to him/her immediately to the Supervisor, Foreman or Safety Manager and cooperate with Safety Manager for investigation of the accident.
7. A worker shall not use or be under the influence of alcohol or non-prescription medication on the work site. Medical prescriptions that may cause an impaired performance will not be permitted.
8. A worker shall keep his/her immediate work area clean and tidy and practice good housekeeping (material storage).
9. Discuss concerns with his/her Supervisor, Foreman and Safety Manager if there are any doubts concerning a work assignment, relating to safety and personal protective equipment.
10. Refuse to perform work that would create a hazard or endanger the health and safety of any person, and themselves. (Reporting procedures required).
11. If required to go off Mansteel Ltd. premises to receive medical attention due to an injury received at work, you shall be accompanied by a responsible person. If required, you will be given complimentary transportation to and from the medical facility. A copy of the medical report must be given to the Safety Manager for record purposes as soon as possible.
12. Inform immediate Supervisor, Foreman or Safety Manager of any previous accident or

illness so that suitable modified work may be offered.

13. Sign an acknowledgment of his/her receipt and understanding of this policy, prior to commencing work.
14. Attend training programs when instructed by your Employer, Foreman or Safety Manager.
15. Talk with your Supervisor, Foreman or Safety Manager if you believe you can do a job easier and/or safer.
16. Not knowingly or in participation with any other worker of Mansteel Ltd. provide false information concerning any personal injury or accident resulting out of and during the course of his employment with Mansteel Ltd. Not knowingly provide false information to the WSIB to assist him/herself or any other worker from receiving compensation benefits to which he is not entitled.
17. Understand and acknowledge by continuing to work for Mansteel Ltd. that his/her failure to comply with the Company Policy and Program. Instructions of Supervisors, Foreman or Safety manager, shall result in disciplinary action being taken against him/her. This may include termination of employment or periodic lay off notice.

Duties of Safety Manager

1. To coordinate and supervise safety policy and program.
2. Responsible for all Workers' Safety matters, including documentation and reporting of accidents and injuries to the Workers' Safety Insurance Board.
3. Provide all safety related training including WHMIS, accident reporting, site specific training of company workers, Supervisors and Managers as necessary and as required by Occupational Health and Safety Act.
4. Inspect company work locations on a routine basis identify unsafe working conditions and situations and issue instructions for remedial action that is required.
5. Identify workers, supervisors and/or sub-contractors failing to comply with company policy. Document for record purposes the circumstances and recommend disciplinary action to senior management and owners of Mansteel Ltd. against the worker, supervisor and sub-contractors as may be appropriate.
6. Respond in writing and/or verbally as the case may be, to Inspection Reports issued to the company, its workers, Supervisors or sub-contractors by the Ministry of Labour Health and Safety Branch.
7. Monitor and report to Senior Management and the owners of Mansteel Ltd. the progress and effectiveness of the safety program, its implementation and recommended changes as necessary.
8. Attend meetings relating to safety as requested by the company's general contractors, builders and owners. Attend or give evidence in provincial court as may be necessary.
9. Monitor Workers' Safety Insurance Board claims and correspond with the Board, the worker, his doctor or others on a timely basis to ensure workers are treated fairly and proper rehabilitation is provided by the Board and the health care delivery system.
10. Liaisons with WSIB Rehabilitation counselors concerning modified work programs, and the creation or availability of modified work to suite an injured worker's physical restrictions, if any.
11. Prior to creating or providing modified work obtain, in writing, confirmation of the injured worker's physical restrictions, if any, from the WSIB Rehabilitation Counselor.
12. If modified work is created and available meet with the Site Supervisor, the worker and WSIB Vocational Rehabilitation counselor on site to review work duties. Provide

written confirmation of worker's duties to Site Supervisor and WCB to avoid re-occurrences. Monitor worker's progress during routine site safety inspections.

MANSTEEL LTD.

Construction Site References:

Mansteel Ltd. is under contract to supply, but not install, material to the Home Building Industry. Separate contractors carry out installation other than spot or miscellaneous welding.

- 1) Prior to leaving the shop for delivery of materials, drivers must circle their vehicle to ensure the adequate loading and securing of material on their vehicle and complete circle check form. This includes easy unloading depending upon destination, loading to ensure even weight distribution and preventing movement of a load during transport.
- 2) Drivers must also circle their vehicles after each unloading (i.e.) site(s) for the same reasons.
- 3) The shift supervisor in charge must check the loading vehicles for transport/delivery at the time, prior to the vehicle leaving the shop.
- 4) Materials loaded on trucks for transport/delivery shall be secured from movement with chains or other suitable means.
- 5) Drivers are to check in with the Site Supervisor or Superintendent at Construction projects prior to proceeding to the drop off location.
- 6) When (access) maneuvering and/or backing up on sites, the driver must get out of the vehicle to verify the area is clear and if necessary use a signal man. No excessive speeds are permitted on Construction Sites or the public highway. Grading should be sound and free of garbage or debris prior to unloading.
- 7) In the event unloading or (access) maneuvering on sites is not possible as a result of accumulated garbage, debris, uneven grade or grade that lacks sound footing the driver is to report such circumstances to the Site Supervisor or Construction Superintendent.
- 8) In the event unloading is done by another contractor, i.e; by means of a forklift truck or mobile crane, the driver shall supervise the unloading and act as a signal man in a clear and free zone.
- 9) When unloading materials without the aid of a fork lift truck, mobile crane or other workers, the driver shall exercise the appropriate precautions to prevent personal and property damage i.e.) safe lifting techniques.

- 10) A copy of this policy and all MSDS (Material Safety Data Sheets) should be provided to each Home Builder and a second copy kept in the vehicle for easy reference.
- 11) No riders are permitted on the flat bed portion or sides of a truck. Riders are only permitted in the cab of the truck.
- 12) Welding operators shall carry a supply of water and/or an adequately rated fire extinguisher during welding where the danger of fire exists. Any smoldering or burning lumbers must be soaked thoroughly with water and re-checked at least 15 minutes later as a precaution prior to leaving a site.
- 13) Adequate eye, respirator and other protective clothing shall be worn to prevent personal injury during welding operations.
- 14) Compressed gas cylinders shall be stored in an upright position, secured and be stored with the protective steel caps over the valves. Fire precautions for welding apply to use of the torch.
- 15) Welders should report any unsafe steel post or beam installation (by others) and if necessary, and will refuse the work if unsafe to proceed.
- 16) It is recommended that all drivers and site welders carry a log book for recording and documenting safety concerns.
- 17) Hard hats and safety footwear are mandatory while on construction projects.

Material Safety Data Sheet

Section 1 Product Identification & Use

Material Name **STEEL**
Synonyms Includes all Sheet Products,
Beams, Columns, Plates,
Bar, Slab, Rebar and Lintels
WHMIS Class D2A, D2B
Material Use Construction

Supplier **Mansteel Limited**
Address 105 Industrial Road
Suite 200
Richmond Hill, Ontario
L4C 2Y4
Phone 905-780-1488
Fax 905-780-1490

Section 2 Hazardous Ingredients

Note: The term "hazardous" in "Hazardous Ingredients" should be interpreted as a term required and defined in the Hazardous Products Act and does not necessarily imply the existence of any hazard.

ELEMENT	C.A.S.#	%	T.L.V. (as fume)mg/m	P.E.L. (as fume)mg/m	Ld50/Lc50
Iron	7439-89-6	>99	5	10	30g/kg (ld oral rat)
Manganese	7439-96-5	2.2	0.2	5	9g/kg (ld oral rat)
Nickel	7440-02-0	2.05	1	1	N/A
Chromium	7440-47-3	1.65	0.5	0.5	N/A

The above ingredient list identifies those components which meet the regulated reporting criteria. Concentrations represent a maximum for all grades within a category of steel products and must not be interpreted as a specification for a particular grade.

For exact composition, refer to analysis or specifications.

May have liquid industrial paint coating.

Petroleum-based rust preventative oils are applied to oiled product. Range 1.1 to 5.4g/mg per side.

Tin Plate

Section 3 Physical Data

Physical State: Solid. Odour: N/A. Evaporation Rate: N/A.
Vapour Pressure: N/A. Vapour Density: N/A. Freezing Point: 1530°C.
PH: N/A. Odour Threshold: N/A. Boiling Point: N/A.
Appearance: Silver Grey Metallic/Blue

Section 4 Fire & Explosion Data

Not applicable.

Section 5 Reactivity Data

Not applicable. Chemical Stability: yes. Incompatibility to other substances: yes.
Contact with acids will release Hydrogen gas. Hazardous decomposition products: N/A.

Section 6

Toxicological Properties of Material

Route of Entry: Prolonged skin contact with coated steel may cause irritation in sensitive individuals. Inhalation of metal particulate or elemental oxide fumes generated during welding, burning, grinding or machining may pose acute or chronic effects.

Acute Exposure: Inhalation of overexposure may cause metal fume fever characterized by fever and chills (flu-like symptoms); appears 6 hours after exposure with no known long term effects.

Chronic Exposure: Chronic inhalation of metal fume may cause a benign pneumoconiosis (siderosis) with few or no symptoms. Chronic inhalation of fumes may affect the digestive system, nervous system, respiratory system, muscles and joints.

Sensitization to product: Unknown.

Synergistic Materials: Unknown.

Reproductive Effects: No known effect.

Teratogenicity: No known effect.

Mutagenicity: No known effect.

Carcinogenicity of Material: IARC lists Hexavalent Chromium compounds under its group 1 category. Confirmed Human Carcinogen.

Note: Iron-welding fume has an exposure limit of 5mg/m³, welding fume may also contain contaminants from fluxes or welding consumables.

Section 7

Preventive Measures

Personal Protective Equipment: Dependent on the process being performed on the material. Each operation must be addressed for suitable equipment and/or engineering controls.

Eyes: Safety glasses or face shield as appropriate.

Gloves: Leather faced/cut protection. **Footwear:** Safety shoes/boots where required.

Other: Safety hat; barrier cream may be used when handling.

Respiratory: Approved respiratory protection where applicable.

Engineering Controls: General or local exhaust ventilation during welding.

Storage Requirements: Keep stored material dry to prevent corrosion.

Section 8

First-Aid Measures

Skin: Wash affected area with soap and water. Seek medical attention if irritation persists.

Eyes: For irritation from any coating material flush eyes with plenty of water. Seek medical attention if irritation persists.

Inhalation: For overexposure to metal fumes remove to fresh air. Seek medical attention for adverse symptoms.

Ingestion: N/A.

Section 9

Preparation Date of MSDS

Prepared by Mansteel Limited

Phone Number 905-780-1488

Date January 2019

The information contained is based on the data considered accurate, however, no warranty is expressed or implied regarding the accuracy of these data or the results obtained from the use thereof.

Mansteel Ltd.

Health and Safety Policy

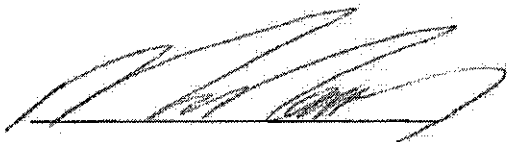
The Mansteel Ltd. (the company) is committed to providing all of its employees with a safe working environment in accordance with the Occupational Health and Safety Act. This includes a firm commitment to the prevention of injury and illness.

The company management employees will achieve this goal by providing regular health and safety reviews, inspections and monitoring of the work environment within our facilities and in any other working environments our employees are involved when working on our behalf.

The company is committed to provide training to designated employees, institute new training programs where necessary and provide safe work procedures and practices for every job task.

The company managers and supervisors are committed to and responsible for, placing safety first within our workplace. This includes maintaining a safe and healthy work environment in each area of responsibility through reviews, inspection and monitoring.

All company employees are committed to and responsible for working safely in accordance to the company health and safety policy and procedures.

A handwritten signature in dark ink, appearing to read 'Michael Mansour', is written over a horizontal line.

Michael Mansour

President

January 1, 2019

Mansteel Ltd.

Workplace Harassment Policy

Mansteel Ltd. "the company" is committed to the prevention of workplace harassment in its facilities and in any area a company employee is performing duties on its behalf. The company will take every precaution reasonable for the prevention of workplace harassment.

The company will not tolerate any instances of workplace harassment by any worker it employs and will act to defuse, investigate and correct all instances. The company will take every reasonable precaution to protect victims of workplace harassment from known perpetrators while working in a company facility or working on behalf of the company.

Definition

"workplace harassment" means,

(a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or

(b) workplace sexual harassment.

"workplace sexual harassment" means,

(a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome, or

(b) making a sexual solicitation or advance where the person making the solicitation or advance can confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;

Note: A reasonable action taken by an employer or supervisor relating to the management and direction of workers or the workplace is not workplace harassment.

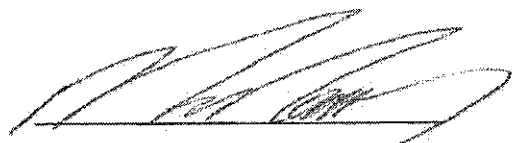
Responsibilities

The company is responsible for developing and maintaining a program for the prevention of workplace harassment. The program will include standards and procedures for:

- reporting workplace harassment to a person other than an employer or supervisor if the employer or supervisor is the alleged harasser;
- how incidents or complaints of workplace harassment will be investigated and dealt with;
- how information obtained about an incident or complaint of workplace harassment, including identifying information about any individuals involved, will not be disclosed unless the disclosure is necessary for the purposes of investigating or taking corrective action with respect to the incident or complaint, or is otherwise required by law and
- how a worker who has allegedly experienced workplace harassment and the alleged harasser, if he or she is a worker of the employer, will be informed of the results of the investigation and of any corrective action that has been taken or that will be taken.

Supervisors and Managers must respond immediately to reports of workplace harassment and execute the procedures detailed in the "*Program for the Prevention of Workplace Violence and Harassment*" including, ensuring to the best of their ability, the protection and security of victims.

Workers must report any incidences of workplace harassment they are victim to or witness of to a supervisor or worker safety committee member.



Michael Mansour
President
January 1, 2019

Mansteel Ltd.

Workplace Violence Policy

Mansteel Ltd. "the company" is committed to the prevention of workplace violence in its facility and in any area a company employee is performing duties on its behalf. The company will take every precaution reasonable for the prevention of workplace violence and the protection of its employees.

The company will not tolerate any instances of workplace violence by any worker it employs and will take action to defuse, investigate and correct all instances.

Definition

"*Workplace Violence*" is defined as the exercise of physical force by a person that causes or could cause physical injury and/or an attempt to exercise physical force that could cause physical injury and/or a statement or behaviour that is reasonable for a worker to interpret as a threat to exercise physical force against the worker, that could cause physical injury to the worker.

Responsibilities

The company is responsible for developing and maintaining a program for the prevention of workplace violence. The company has assigned a coordinator to maintain and monitor the program, participate in the investigations of workplace violence, implement control strategies and recommend disciplinary actions.

The company will take every reasonable precaution to protect a worker reporting workplace violence from reprisals.

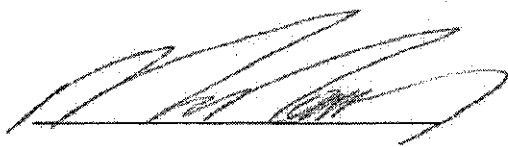
The company will take every reasonable precaution to protect victims of workplace violence from known perpetrators while working in a company facility or working on behalf of the company.

Supervisors and Managers must respond immediately to reports of workplace violence and execute the procedures detailed in the "*Company Program for the Prevention of Workplace Violence and Harassment*" including, ensuring to the best of their ability, the protection and security of victims.

Workers must report any incidents of workplace violence they are victim to or witness of to a supervisor or worker safety committee member.

Disciplinary Measures

All instances of workplace violence will be investigated by the company using the established procedures. After an investigation, any worker found guilty of violence in the workplace based on the above definition will be disciplined based on the severity of the violation, including a written reprimand, suspension of work without pay and termination of employment.



Michael Mansour
President
January 1, 2019



Basic Health & Safety Awareness For Supervisors

Mansteel Limited	First Name	Last Name
Date: March 28, 14	Robert	McFadden

Topics

Regulation 297
Duties and Rights of Workers
Duties of Employers
Duties of Supervisors
The Roles of the Safety Committee & Safety Representative
The Role of The Ministry of Labour
The Role of the Workplace Safety & Insurance Board
How to Recognize Hazards
How to Assess and Control Hazards
Sources of Information about Health and Safety

	Score	Class Average
	100%	100%
Status	PASS	

Summary of Completion

Name	Program	Status
Abraham Abassi	Fall Protection for Workers	<input checked="" type="checkbox"/>
Mahendran Vijeanand	Fall Protection for Workers	<input checked="" type="checkbox"/>
Vijay Singh	Fall Protection for Workers	<input checked="" type="checkbox"/>
Nick Mitilenos	Fall Protection for Workers	<input checked="" type="checkbox"/>
Majid Boeen	Fall Protection for Workers	<input checked="" type="checkbox"/>
Robert McFadden	Fall Protection for Workers	<input checked="" type="checkbox"/>

Updated March 14, 2016

**Mansteel Ltd.
Online Training
Report**

**Fall Protection for
Workers**

Davis Training Inc.

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd.	Vijai Singh	Fall Protection for Workers	1/23/2015	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
5700	Module 1 FP Fall Protection	3/11/2016 4:20:59 AM	8	10	80	PASS
5705	Module 2 FP Standards & Procedures	3/11/2016 4:23:54 AM	9	10	90	PASS

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd.	Majid Boeen	Fall Protection for Workers	3/10/2016	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
5697	Module 1 FP Fall Protection	3/11/2016 3:22:46 AM	6	10	60	PASS
5699	Module 2 FP Standards & Procedures	3/11/2016 3:37:05 AM	10	10	100	PASS

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd.	Robert McFadden	Fall Protection for Workers	3/10/2016	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
5692	Module 1 FP Fall Protection	3/11/2016 3:05:06 AM	6	10	60	PASS
5698	Module 2 FP Standards & Procedures	3/11/2016 3:36:59 AM	10	10	100	PASS

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd	Abraham Abassi	Fall Protection for Workers	1/23/2015	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
4045	Module 1 FP Fall Protection	2/2/2015 4:44:29 AM	7	10	70	PASS
4061	Module 2 FP Standards & Procedures	2/2/2015 5:02:55 AM	6	10	60	PASS

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd	Mahendran Vijeanand	Fall Protection for Workers	1/23/2015	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
4055	Module 1 FP Fall Protection	2/2/2015 4:52:00 AM	10	10	100	PASS
4067	Module 2 FP Standards & Procedures	2/2/2015 5:21:42 AM	6	10	60	PASS

<u>Company</u>	<u>Student</u>	<u>Course</u>	<u>Registration</u>	<u>Complete</u>
Mansteel Ltd	Nick Mitilenos	Fall Protection for Workers	1/23/2015	<input checked="" type="checkbox"/>

Attempts

<u>Attempt ID</u>	<u>Module</u>	<u>Date</u>	<u>Total Correct</u>	<u>Total Questions</u>	<u>Total Score</u>	<u>Grade</u>
4068	Module 1 FP Fall Protection	2/2/2015 6:35:23 AM	10	10	100	PASS
4069	Module 2 FP Standards & Procedures	2/2/2015 7:10:27 AM	8	10	80	PASS

CERTIFICATE of ACHIEVEMENT

THIS ACKNOWLEDGES THAT

Robert McFadden

Mansteel Ltd.

HAS SUCCESSFULLY COMPLETED THE

Basic Health & Safety awareness for Supervisors



Stephen Davis Industrial Safety Specialist

DIH
Solutions

Proof of Completion

This is to confirm that:

vijai singh

Has successfully completed the Ministry of Labour:

Worker Health and Safety Awareness in 4 Steps

Issued on: April 22, 2016



Proof of Completion

This is to confirm that:

majid doustmohamadi

Has successfully completed the Ministry of Labour:

Worker Health and Safety Awareness in 4 Steps

Issued on: April 22, 2016

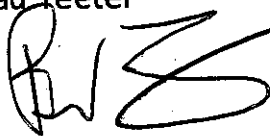


Tool Box Talk for Drivers

1. Make sure your daily check list is done according to the sheets, and sign it.
2. Chains and binders tight and locked.
3. Drive defensively, watch for other traffic mistakes.
4. Consider always you are carrying a heavy load, respect job sites and speed limits.
5. Always sign in when arriving, and out upon leaving the site.
6. Backing up on job sites always has a spotter.
7. Follow Mansteel procedures for unloading and any job site procedures.
8. Drive safe and come back home safely.
9. _____
10. _____
11. _____

Transportation Manager

Brad Teeter



Date: _____

Mansteel Ltd.

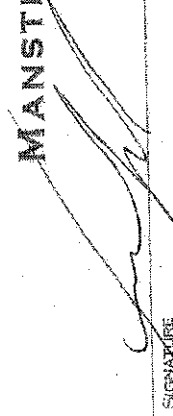
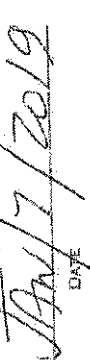
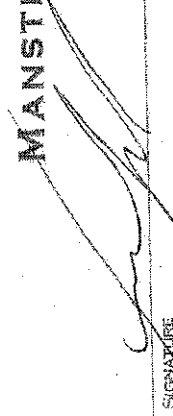
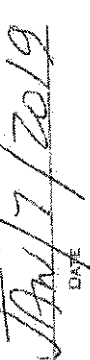
WHMIS CERTIFICATION 2019

THIS CERTIFICATE IS AWARDED TO

ALL MANSTEEL LTD. EMPLOYEES

TESTED BY FERNANDO PEREIRA AND ROBERT MCFADDEN

MANSTEEL LTD.

	
SIGNATURE	SIGNATURE
	
DATE	DATE
Mar/17/2019	Mar/17/2019