

# RULES & REGULATIONS

## DVS ENFORCEMENT POLICY

DVS must implement a policy for consistently enforcing its health and safety program. Owners, managers and supervisors must ensure employees receive adequate training in areas to be enforced and be given access to rules, regulations and policies of the company.

Violations will be handled in an objective but firm manner. All employees and sub-contractors must be orientated in DVS's enforcement policy.

Employees will be subject to the following process:

- |                  |                             |
|------------------|-----------------------------|
| • First offence  | Verbal warning              |
| • Second offence | Written warning (on record) |
| • Third offence  | Two day suspension          |
| • Fourth offence | Dismissal                   |

Sub-contractors will be subject to the following process:

- |                  |                               |
|------------------|-------------------------------|
| • First offence  | Verbal warning                |
| • Second offence | Written warning               |
| • Third offence  | Contract will not be extended |

Assessment of offence will be determined at the time of incident by Site Supervisor, Manager, Owner or Safety Officer. If the situation is severe (i.e.; life threatening) immediate dismissal may occur.

Signature: \_\_\_\_\_

(Vice President)

Date: FEB 17/2020

**The safety information in this policy does not take precedence over applicable government legislation.**