



A.D.S. Contracting Inc.

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Worker Wellbeing Standard

The general wellbeing of the employees of A.D.S. Contracting is very important to the company. It is recognized that total wellness involves many aspects both on and off the job. The owner and safety representative believe that a healthy, supported employee is a more productive employee. As such we will endeavour to provide the information, support and help that all workers may need to achieve wellbeing. All workers will be made aware of support that is offered both on the job and in the community. We recognize the need for encouragement and education as a means to better health and wellbeing and that this initiative impacts our health and safety standards directly. The owner and safety representative will communicate this standard and regular training sessions through payroll staffers. This element will be part of sessions conducted at the shop every eight (8) weeks. New employees will be trained during orientation. It is expected that workers attend this training and seek support as necessary. A.D.S. Contracting will emphasize the importance of fatigue and stress management strategies, smoking cessation, weight loss or maintenance, nutrition, physical fitness and lifestyle. A.D.S. Contracting is willing to add further topics to this standard as necessary based on our ongoing training and dialogue.

In closing, we value the wellbeing of each and every employee and will treat this topic seriously, evaluating and making necessary improvements annually.

A.D.S. Contracting Inc.

Angelo Agostino, President

August, 19, 2010