


2023




TEW - Whistle Blower Policy

Reporting | Investigating | Action

By Marc-Anthony Decaria | Director of Operations

 416-252-0561

 705-413-3315

 info@electrical-works.ca

 electrical-works.ca

ECRA/ESA License # 7001317 | 2601 Matheson Blvd. East, Unit 14 Mississauga, ON L4W 5A8



I wish to emphasize the importance of compliance with the Ontario Occupational Health and Safety Act (“OHSA”) and to inform you of our commitment to protecting whistleblowers who report any violations or suspected violations of the OHSA.

At The Electrical Works Ltd., we take the safety and health of our employees and contractors seriously. We are committed to providing a safe and healthy workplace and ensuring compliance with all applicable laws and regulations. One of the most important aspects of achieving this goal is encouraging and protecting employees and contractors who report any violations or suspected violations of the OHSA.

We have developed a Whistleblower Policy that outlines our commitment to protecting those who make reports under this policy. Our policy is based on the requirements of the OHSA and ensures that all reports of violations or suspected violations are investigated promptly and thoroughly, and that employees and contractors who make such reports are protected against retaliation or reprisal of any kind.

We believe that a culture of compliance and safety is essential to our success as a company, and we encourage all employees and contractors to report any concerns they may have regarding compliance with the OHSA. Your safety and the safety of those around you is our top priority, and we will do everything in our power to protect those who make reports in good faith.

If you have any questions or concerns about the Whistleblower Policy, please do not hesitate to speak to your supervisor or the designated OHSA Compliance Officer.

Thank you for your continued commitment to safety and compliance at The Electrical Works Ltd.

Sincerely,

X Joseph DeCaria

President
Joe DeCaria



1.0 Whistle Blower

1.1 Purpose

The purpose of this Whistleblower Policy is to encourage employees and contractors to report any violations or suspected violations of the Ontario Occupational Health and Safety Act (“OHSA”) without fear of retaliation or reprisal.

1.2 Scope

This policy applies to all employees and contractors of The Electrical Works Ltd.

1.3 Reporting

Employees and contractors are encouraged to report any violations or suspected violations of the OHSA to their immediate supervisor or to the designated OHSA Compliance Officer. Reports may also be made anonymously, either in writing or by telephone, to the Compliance Officer.

1.4 Investigation

All reports of violations or suspected violations of the OHSA will be investigated promptly and thoroughly by the Compliance Officer or an appointed investigator. All investigations will be conducted in a confidential manner to the extent possible.

1.5 Protection

Retaliation or reprisal of any kind against an employee or contractor who makes a report under this policy is strictly prohibited. Any employee or contractor who engages in retaliation or reprisal will be subject to disciplinary action, up to and including termination of employment or contract.



1.6 Confidentiality

All reports and investigations will be treated with strict confidentiality, and the identity of the reporting employee or contractor will not be disclosed unless required by law or authorized by the reporting employee or contractor.

1.7 Records

All reports and investigations will be documented and retained in accordance with applicable laws and regulations.

1.8 Conclusion

At The Electrical Works Ltd., we are committed to providing a safe and healthy workplace for all employees and contractors. We believe that all employees and contractors have a responsibility to report any violations or suspected violations of the OHSA, and we are committed to protecting those who make such reports. This Whistleblower Policy is just one part of our ongoing commitment to promoting a culture of safety and compliance.

The Electrical Works - Whistle Blower Policy