

Niagara Academy of Tennis Inc. – HEALTH AND SAFETY POLICY

September 2011

Niagara Academy of Tennis Inc. is committed to the establishment and maintenance of a healthy and safe workplace for the well being of all of its employees.

In fulfilling this commitment, the company will provide and maintain a safe and healthy work environment to the extent of acceptable industry practices and in compliance with legislative requirements. The company will strive to eliminate any foreseeable hazards which may result in damages to property, personal injuries and illnesses.

Niagara Academy of Tennis as an employer and its President are ultimately responsible for worker health and safety. Through prudent management, in combination with active employee involvement, the company will provide the controls necessary to maximize loss prevention and accident avoidance.

All management (including senior management, managers and supervisors) will comply with the company policies and procedures established for the purposes of maintaining a healthy and safe workplace environment.

All supervisors have the responsibility to ensure that safe and healthy work conditions are maintained in their assigned work areas. This includes the protection of visitors and contractors. As well, all employees will perform their jobs safely as prescribed in legislative requirements and according to established company policy and procedures.

Niagara Academy of Tennis will make every reasonable effort to provide a suitable return to work program for every employee who is unable to perform their regular duties following a work related injury or illness.

At Niagara Academy of Tennis, workplace violence and harassment, as defined in (Bill 168) are unwelcome behaviors that have no place in our company. Niagara Academy of Tennis is committed to providing protection for all of our employees against any risks associated with incidents relating to violence and harassment.

It is in the best interest of all parties to participate in an active and consultative manner regarding health and safety matters. Commitment to health and safety by Senior Management, Managers, Supervisors and Workers must form an integral part of this organization.

Signed by: *Lezlie Murch*
Lezlie Murch, President

Date: September 11, 2011

Niagara Academy of Tennis

WORKPLACE VIOLENCE AND HARASSMENT POLICY STATEMENT

September 2011

At Niagara Academy of Tennis Inc. the health and safety of our employees and contractors is important. Workplace violence and harassment, as defined in (Bill 168), are unwelcome behaviors that have no place in our company.

NAT is committed to providing protection for all of our employees and contractors from illness, injury and risk, and preserving materials, assets and the environment against risks associated with any incident of violence or harassment.

Every effort will be made to identify potential violence and harassment incidents and procedures will be implemented to reduce or control such incidents.

Employees and contractors will be provided training to recognize both violence and harassment issues. Employees and contractors will be provided with training on how to protect themselves and how to report incidents. All managers and supervisors will have responsibilities for investigating and dealing with incidents or complaints regarding violence or harassment as part of their regular duties.

As an organization committed to workplace health and safety, it is important for all of us to value this policy and to fulfill our commitment to it.

Signed by: *Lezlie Murch*
Lezlie Murch, President

Date: September 11, 2011