



## **TSM FRAMEWORK ON SAFE, HEALTHY, AND RESPECTFUL WORKPLACES**

No task is so important that it cannot be done safely and respectfully. Companies implementing TSM believe that all fatalities, injuries, and occupational illnesses can be prevented. As well, harassment, discrimination, violence, and disrespectful behaviours can be prevented in the workplace. Everyone is entitled to a safe, healthy, and respectful workplace.

Consistent with our commitment to the *TSM Guiding Principles*, we demonstrate leadership by protecting the physical and psychological safety, health, and wellbeing of our employees, contractors, and visitors. We also encourage and support awareness of health, safety, and respect in the communities where we operate.

Recognizing the important connection between psychological and physical health, we acknowledge a need to promote awareness and support for the physical and psychological health of workers. As companies implementing TSM, we commit to:

- Provide safe, healthy, and respectful workplaces by building, supporting, and sustaining behaviour and controls. We recognize that injury and occupational disease can be prevented and that fatalities can be eliminated. We also acknowledge that achieving and maintaining respectful workplaces is practical, valuable, and an expectation of employees and other communities of interest. Related controls are a shared responsibility of the company, employees, contractors, and suppliers.
- Clearly define and communicate responsibility and accountability at the board and senior management levels for the company's safety, health, and respectful workplace performance.
- Implement and review policies, strategies, standards, metrics, and accountability mechanisms to ensure that everyone understands company requirements and can fulfill them.
- Implement recognized management systems and approaches to ensure safe, healthy, and respectful workplaces, the promotion of mental and physical well-being, a culture of prevention, and improvements in performance.
- Establish effective injury prevention and disability management programs, improve workplace accessibility, and promote health and wellness at work and at home.
- Actively encourage and support contractors, suppliers, and community partners in building their capacity to be safe, healthy, and respectful.
- Recognize that governments play an important role in enabling safety, health, and respect in workplaces and that the industry should engage with them in this regard.
- Clearly define and communicate performance objectives that are integrated into business and risk management plans. Track and report on related metrics for employees and contractors, including both leading and lagging indicators.

We recognize that continuous effort is needed in areas of leadership, people, culture, behaviour, and systems, working collaboratively with all stakeholders, and supported where applicable by risk-based regulation. We will work together to identify hazards and reduce risk to as low a level as reasonably possible. Zero harm is our primary goal.