Table of Contents

1.0 General Safety Principles

1.1 Health and Safety Programs
   1.2 Due Diligence with Respect to Safety
     1.2.1 Employees’ Rights with Respect to Due Diligence
       1.2.1.1 Right to Know
       1.2.1.2 Right to Refuse Unsafe Work
       1.2.1.3 Right to Participate
       1.2.1.4 Right to a Violence-Free Workplace
     1.2.2 Responsibilities with Respect to Due Diligence
       1.2.2.1 Board of Directors
       1.2.2.2 Managers
       1.2.2.3 Supervisors
       1.2.2.5 Health and Safety Committee Members or Safety Representatives
   1.2.3 Training
   1.2.4 Inspections and Audits
   1.2.5 Documentation

1.3 Internal Responsibility System

1.4 Resources
1.0 General Safety Principles

Introduction

Any person in authority in an exploration program or company should be aware of the laws and regulations that cover occupational health and safety in the region where the program takes place. The comments below are for Canada and the structure regarding regulations of health and safety may be different elsewhere.

Occupational health and safety (OHS) legislation and regulations, which cover mineral exploration activities, are provided at the federal, provincial and territorial levels. Federal legislation, the Canada Labour Code Part II, covers all employees working under federal jurisdiction. Provincial and territorial OHS legislation and regulations are modeled on the Canada Labour Code Part II. In addition, provincial and territorial jurisdictions have legislation that includes Mines Health and Safety Codes, Acts and Regulations. The rights and responsibilities of various workplace parties are similar across Canada, although the specific requirements of the laws and regulations vary between jurisdictions. It is important for each mineral exploration company to be familiar with the legislation and regulations of the jurisdictions where they conduct work as the material provided herein contains only statements of general principles, not legal opinions, and should not be acted upon without first consulting a lawyer qualified and competent to provide analysis and advice on specific matters in your jurisdiction.

Exploration staff often do not realize that in some Canadian jurisdictions, the definition of a mine for health and safety purposes includes exploration. The following is from the Mines Act and Regulations in the Northwest Territories of Canada:

Definition:

Mine – a place where the ground is mechanically disturbed or an excavation is made to explore for or to produce minerals, other than a place where persons use only hand tools to explore for minerals.

Note also that these guidelines frequently refer to “employees”. Many points made with regard to employees may also apply to other people on an exploration work site. These other people may include:

- Casual business visitors who are not employees of the company
- Casual non-business visitors who are not employees such as community representatives and possibly relatives of employees visiting a camp
- Contractors’ and subcontractors’ employees

Acronyms

AHJ – Authority Having Jurisdiction
ERP – Emergency Response Plan
IRS – Internal Responsibility System
JSA – Job Safety Analysis
OHS – Occupational Health and Safety
PPE – Personal Protective Equipment
SOP – Safe Operating Procedure
WHMIS – Workplace Hazardous Materials Information System
1.1 Health and Safety Programs

Each company should have a health and safety program in place with the aim of preventing accidents and occupational related diseases. In Canada, general occupational health and safety legislation and mines health and safety codes, acts and regulations require a company health and safety program to be in place. As no single program can be developed that is applicable or appropriate for all organizations, it is the responsibility of each exploration company to develop a suitable program for their own use. As the employees are most familiar with the risks and hazards associated with their work, their input and involvement is recommended when developing safety plans. As a minimum, an exploration company health and safety program should include the following elements, which must conform to local jurisdictional regulations.

1. Occupational Health and Safety Policy: Develop a policy statement that includes a commitment by management to health and safety, the company objectives, responsibilities, principles and general rules regarding the importance of health and safety. This should be a written document signed and dated by the Chief Executive Officer. It may be part of a larger document covering ethics, corporate social responsibility and or sustainable development.

2. Responsibilities: Individual responsibilities for management, supervisors, and workers should be clearly designated in writing. Assign appropriate levels of authority and accountability.

3. Implementation and Operations:
   - Safe operating procedures (SOPs): Develop written health and safety guidelines and safe operating procedures that are meaningful and relevant. To do this, it is necessary to perform job safety analyses (JSAs) and risk assessments (refer to sections 2.1.4 Job Safety Analyses and 2.1.5 Risk Assessments).
   - Provide facilities and equipment: Make sure adequate first aid facilities are available and conform to jurisdictional requirements. Provide required personal protective equipment (PPE) and make sure employees use it correctly.
   - Training: The provision of adequate training for employees is an important factor in demonstrating a company’s due diligence with respect to health and safety. Training should include induction sessions, job related skills and techniques, PPE use and maintenance, use of communications equipment, and competency certification for supervisors and workers. Hire employees who have the highest qualifications and certifications whenever possible.
   - Supervision: Provide responsible supervision to make sure employees understand and utilize the training they receive and carry out their jobs safely.
   - Emergency procedures: Each company should develop an emergency response plan (ERP) for each project and/or camp site. Projects should be in compliance with jurisdictional requirements for emergency response plans and all employees should be familiar with general and specific emergency procedures at the work site. Hold appropriate practice drills and check that the communications contacts work. Refer to Chapter 3. Emergency Response. Typically an emergency response plan will be developed to take into account the following:
     - Hazard identification and analysis from risk analysis
     - Emergency resources (e.g. first aid, availability of medical, hospital and other emergency services, firefighting equipment, emergency transportation)
     - Communication systems
     - Emergency response procedures
3. Training including roles and responsibilities
4. Recovery and mitigation

- Documentation, investigation and reporting: Document employee training and certification, safety meetings, maintenance, inspections and follow-up actions when corrective measures are required. Keep injury records for first aid, medical aid, lost time accidents and disabilities. Develop written procedures for reporting and investigating accidents, near misses, occupational diseases, and corrective actions. Report serious incidents to the proper authorities.

- Contractors: Bind contractors to your company’s health and safety policy. Prior to letting a contract, assess the contractors’ employees’ health and safety training. Work with your contractors to develop a safe workplace. Monitor the application of safe practices during field work, drilling etc.

4. Employee involvement: Hold regular safety meetings and create a formal notification system to report safety concerns. Arrange for safety representatives and/or a joint occupational health and safety committee, as required. Employees must know they will not be penalized for reporting safety concerns. Where applicable include contractors in these meetings.

5. Inspections and corrective actions: Develop procedures for work site inspections and audits, monitoring, follow-up measures for corrective actions, and methods that manage employees or contractor employees who repeat violations.

6. Communication: Develop a plan for communicating and promoting health and safety within the company and include a system to utilize employee feedback.

7. Management review: Assess the safety program annually and set annual safety objectives.

8. Continual improvement: Track accident and incident investigation corrective actions and analyze the information to find ways to improve safety. Investigate “near misses” to reveal potential accidents and implement corrective actions.

1.2 Due Diligence with Respect to Safety

Definition: “Due diligence with respect to safety” is the term applied to the level of care and caution that people are required by law to exercise when carrying out their work.

“General duty clause” from the Canada Labour Code Part II

125. (1) … every employer shall, in respect of every work place controlled by the employer and, in respect of every work activity carried out by an employee in a work place that is not controlled by the employer, to the extent that the employer controls the activity, (s) ensure that each employee is made aware of every known or foreseeable health or safety hazard in the area where the employee works;

A general duty clause is present in OHS legislation in every province and territory and is the basis for due diligence with respect to safety. Interpretive information regarding the general duty clause is found on the following website: http://www.tbs-sct.gc.ca/pubs_pol/hrpubs/TBM_119/clc-cct1-eng.asp#_Toc520515274
Scope of Due Diligence

Federal, provincial and territorial OHS legislation requires mineral exploration companies to practice due diligence with respect to safety at all times and in all places. Due diligence is required when the work “site” is in the field – on land and on water – wherever mineral exploration is carried out. Due diligence should be practiced at project localities, in camps, at drill sites, while traversing, when travelling to and from site locations, when mobilizing and demobilizing remote work sites, as well as in an office, laboratory or plant facility. Companies are required to protect the health, safety and well being of all employees, including contractors’ employees working at any site.

Ways to Demonstrate Due Diligence

Every company must take all reasonable precautions to protect the health and safety of all its employees, contractors and visitors to the site. Employees must be made aware of the risks and hazards even if these cannot be absolutely controlled. Due diligence also requires all employees to work and act with all reasonable precautions while performing their job and to watch out for the safety of co-workers.

The greater the risk, the greater the level of required due diligence. Addressing the elements described in section 1.1 Health and Safety Programs helps a company establish due diligence. Due diligence should encompass the following by taking every reasonable precaution to:

- Comply with legislation and regulations of the authority having jurisdiction (AHJ). AHJ means the government agency or sub agency with regulatory powers and it is often the mines inspector with the authority to (1) inspect the exploration operation to verify compliance with jurisdictional legislation and (2) issue compliance orders, if necessary. Other examples of AHJs are Department of Mines, Workers’ Compensation Boards, and other provincial, territorial, state or federal agencies that regulate exploration activities.
- See that employees comply with company safe operating procedures, and policies etc.
- Protect employees from risks and hazards not covered by the above.
- Encourage employees to take ownership of safety and become as self reliant as possible when working in the field.
- The checklist on the following website can help a company determine if it is carrying out adequate due diligence:
  http://www2.worksafebc.com/PDFs/common/due_dil_checklist.pdf
- Additional information regarding due diligence is available on the following websites:
  http://www.ccohs.ca/oshanswers/legisl/diligence.html

Defence of Due Diligence

Due diligence is the legal defence available to companies and individuals charged under OHS laws. To prove due diligence, an accused must prove that all reasonable precautions were taken to comply with the law in an effort to prevent the accident. Therefore, all efforts to prevent incidents should be appropriately documented.

The due diligence defence is related to the facts of each case. A defendant must be able to show that the precautions taken were appropriate for and specific to the hazards that exist at the workplace.
1.2.1 Employees’ Rights with Respect to Due Diligence

Employees at all levels have rights and responsibilities under OHS legislation.

1.2.1.1 Right to Know

Every employee has the right to be informed about the risks and hazards present in the place they work. These include actual as well as potential dangers. For field crews this includes the risks, hazards and potential dangers in the area they work, while travelling to and from the work site, while on traverses, and whether or not the actual land is under the control of the company.

1.2.1.2 Right to Refuse Unsafe Work

Any worker has the right to refuse to perform a job, operate any tool, appliance or piece of equipment if they have a reasonable cause to believe that their actions might create an undue hazard to their health or safety or to that of another person. They may feel they require training to do the job or that additional training is required to feel confident to perform the job. There are correct procedures to follow when an employee refuses to perform unsafe work, which vary depending on the jurisdiction in Canada.

1.2.1.3 Right to Participate

Employees have the right to participate in occupational health and safety activities at their work site. In most provinces and territories, work sites that regularly employ more than 20 people are usually required by OHS legislation to have a joint health and safety committee composed of equal numbers of workers and management representatives. Work sites with fewer than 20 employees should have a health and safety representative for the employees. The health and safety representative or the committee should act as an advisory body. Some of their roles include the following:

- Make recommendations to management regarding ways to prevent accidents and improve safety performance.
- Assist to develop and implement health and safety activities and programs.
- Identify hazards and investigate how to mitigate them.
- Receive employee complaints and suggestions regarding health and safety and participate in accident investigations.
- Participate in work site inspections.
- Confirm and follow up recommended actions regarding accidents and hazards. Make sure records are maintained regarding injuries and corrective actions for workplace hazards.
- Assist to help resolve work refusals.
1.2.1.4 Right to a Violence-Free Workplace

The activities of any person, whether it is a co-worker or visitor, should not endanger the health and safety of employees at a work site. An act of workplace violence includes any act where an employee is abused, intimidated, harassed, threatened or assaulted on or off the work site when the location is work related. Examples of an off site location related to work activities would include a business or social event or a threatening telephone call made outside of work hours. Other examples include travel safety and hotel safety (refer to Chapter 12. Travel Safety and Security).

Each company should set clear standards of behaviour with appropriate responses and consequences for violent behaviour. These include but are not limited to the following:

- Provide a concise statement regarding the company position on workplace violence and commitment to its prevention.
  - Define what is meant by violent behaviour.
  - Provide examples of behaviour that fit the category of violent behaviour.
  - Provide examples of circumstances where workers must be protected from potential violence.
  - Provide consequences for perpetrators of violent behaviour.
- Encourage the reporting of incidents and potential incidents of workplace violence.
- Provide any necessary violence prevention orientation and training.
- Monitor and review the company procedures and policy at appropriate intervals.

Include workplace violence when performing risk assessments of hazards at the project or work site. The following are a few examples of violent acts that an employer should address by developing procedures and policies to protect employees.

- Physical attacks – hitting, shoving, kicking or pushing
- Threats, including any threatening behaviour – direct, conditional or veiled
- Verbal abuse – swearing, insults and disparaging language
- Harassment – racial, sexual, religious
- Pranks – especially those that involve tools, equipment or transportation
- Theft and property damage

1.2.2 Responsibilities with Respect to Due Diligence

All employees, including senior management and the Board of Directors of exploration companies have duties with respect to due diligence that may be defined within a particular jurisdiction. Some suggested recommendations or “best practices” for companies to try and address these duties or responsibilities include but are not limited to the following:
1.2.2.1 Board of Directors

- Consider employee health and safety as an important aspect of the company and allocate resources toward developing and maintaining a health and safety program. Make sure the program includes a written OHS policy.
- Make sure the company complies with OHS legislation and regulations in the jurisdiction(s) where the company works.
- Make sure the company complies with orders and directives issued by inspectors and the chief inspector of mines of the jurisdiction.
- Make sure the company carries appropriate and sufficient insurance.
- Understand the federal Bill C-45 and how it impacts the responsibilities and liabilities of members of the board with respect to health and safety. Information is available at the following website: www.ccohs.ca/oshanswers/legisl/billc45.html

1.2.2.2 Managers

Senior Managers

- Take all reasonable precautions to see that the health and safety of every worker is protected at every work site including off site work areas such as traverse routes.
- Make sure the company complies with OHS legislation and regulations of the jurisdiction.
  - Make sure machinery, equipment and PPE are maintained in good condition.
  - Appoint qualified and competent supervisors.
  - Make sure employees are supervised adequately by qualified supervisors.
  - Make sure employees receive information, training and supervision to protect their own health and safety and that of their co-workers.
- Make sure that safe operating procedures (SOPs) and emergency response plans (ERPs) are developed and implemented.
- Establish a health and safety committee or authorize an employee health representative, as required.

Project Managers

- Take all reasonable precautions to see that the health and safety of every worker is protected at the project work site(s) and wherever workers are performing their jobs.
- Develop and implement site specific SOPs and guidelines.
- Hold site induction meetings as necessary, and see that visitors and new employees receive induction training when they arrive at the site. Everyone on site must be made aware of the risks and hazards of the area and trained in the safe operating procedures, emergency response plans, company and site policies, transportation safety, communications, employee tracking and other relevant requirements. Refer to section 2.1.2.1 Pre-Program Induction Safety Meetings.
- Make sure that the ERP procedures are prepared and tested. Post all relevant contact information and train employees to use the communication equipment and employee

- Make sure employees are trained regarding the risks and hazards at the work site. Training should include but not be limited to the following:
  - Workplace Hazardous Materials Information System (WHMIS) and how to handle, dispose, store hazardous substances (refer to section 18.2.3 Workplace Hazardous Materials Information System)
  - Tools and machinery and how to use them safely (refer to Chapters 5. Field Equipment Safety, 18. Camp Set Up and Management and 20. Drilling Sites)
  - Personal protective equipment (PPE) and its correct use, storage, and limitations (refer to Chapter 4. Personal Safety)
  - Emergency response (refer to Chapter 3. Emergency Response)
  - First aid (refer to section 18.5 First Aid)
  - Wild animals (refer to Chapter 10. Wildlife)

- Make sure supervisors are trained and certified, as required, and are competent to do their job properly.
- Enforce relevant jurisdictional OHS regulations and guidelines.
- Immediately report reportable accidents to the proper authorities.
- Hold regular safety meetings (refer to sections 2.1.2 Safety Meetings and 16.10 Regular Pre-Flight Safety Briefings).

1.2.2.3 Supervisors

- Take all reasonable precautions to see that the health and safety of every worker is protected.
- Make sure that employees comply with applicable OHS regulations and the company and site specific SOPs.
- Develop and implement site specific SOPs, as required.
- Advise workers of hazards in the work place – actual and potential
- Make sure employees are supplied with and trained to use the correct PPE.
- Be trained and competent.
- Immediately correct unsafe acts or conditions.
- Set a good example with behaviour that reflects a responsible attitude toward safety.
1.2.2.4 Individual Employees and Workers

- Take all reasonable and necessary precautions to protect his or her own health and safety and that of co-workers.
- Comply with the jurisdictional OHS regulations and the company SOPs and guidelines.
- Refuse to carry out work and activities that threaten health and safety in the workplace.
- Take training to know when and what PPE to use; know how to wear the proper PPE for the task. Learn to care for PPE properly and replace it when it no longer functions to protect you as it is designed to do.
- Report all unsafe work conditions, hazards, accidents and incidents to the supervisor and take action to correct them when possible.
- Set a good example to all co-workers and help orient new employees and visitors to potential hazards, concerns, procedures, policies and safe work practices.
- Work with co-workers and supervisors to “engineer out” unsafe designs and work practices. Mitigate safety and health risks when possible.
- Be trained to use equipment correctly and be familiar with the risks and hazards associated with the use of equipment.
- Accept and/or request training for the job:
  - Make sure to be properly trained before starting a new job or task.
  - Ask questions if the required procedures are not understood and request additional training if the procedures are not clearly understood.
  - Be trained for emergency response situations (e.g., know what to do when there is a fire, a bear in camp, a transportation related accident).

1.2.2.5 Health and Safety Committee Members or Safety Representatives

- Identify and recommend solutions to health and safety problems.
- Promote safe work practices and compliance with regulations and company SOPs and guidelines.
- Hold and/or attend safety meetings.
- Respond to the safety inquiries and concerns of employees.
- Assist in job safety analyses and risk assessments, as appropriate
- Assist in work refusal situations.

1.2.3 Training

Training for all employees is an essential part of a safety program. Training also provides a means for a company to demonstrates due diligence. Companies should consider the following important aspects of training.

- Project supervisors are required to be competent; therefore they need training, which may include documented certification to prove and maintain competency.
Training should be at a pace such that employees can comprehend and assimilate the information.

Projects should include a site safety induction session at the beginning of the field season or drill program. Attendance should be mandatory for all employees, including contractors’ employees. Upon arrival at a project site, all visitors should be made aware of relevant risks and hazards before they receive a tour. Depending on the risks, it may be acceptable to have a summary orientation for visitors staying a brief time; however, those staying for 24 hours or longer should receive a full safety induction. All new employees should receive the induction before they begin work; returning employees should receive the induction as well, especially if it is a different time of year than when previously employed. The topics covered by the induction should be modified to reflect the location and season of the year. Refer to section 2.1.2.1 for an extensive list of suggested topics.

Make sure employees who perform inspections are trained to carry them out correctly.

Provide refresher training, as required.

Provide training for new equipment, processes or procedures.

Develop training that addresses specific accident issues.

Employees should be trained in fire fighting techniques for remote sites.

Review aircraft safety procedures when a new aircraft is used or a new pilot begins work.

Train employees to respond correctly to emergency response plans of action.

Maintain records of everyone who receives training throughout the year (e.g., WHMIS, site inductions, helicopter safety orientations).

1.2.4 Inspections and Audits

Safety inspections should be part of an OHS program and exploration companies are required to conduct regular inspections at all work sites. People who conduct inspections should be familiar with the project work site, the work processes and equipment used on site. Employees who perform inspections should be trained to make accurate and relevant observations during the inspection process. In larger companies, senior management or executive should be informally inspecting health and safety procedures when visiting a project site. It is in the personal interests of the person in charge and the company executives to document that inspections take place.

- Individuals who are the authority having jurisdiction (AHJ) for provinces and territories may inspect exploration camps. This is often the mines inspector.

- In larger companies, people doing an inspection may be supervisors, members of the health and safety committee or the health and safety representative.

- In most junior companies, inspections will be done by the geologist or other person in charge of the project site.

- The inspector of mines has the final say regarding compliance to health and safety regulations at an exploration site.

- In some jurisdictions, such as in the Northwest Territories in Canada, mine safety inspectors who carry out exploration camp inspections are a part of the Workers’ Safety & Compensation Commission.
Conduct inspections frequently enough so that unsafe work practices do not develop between inspections. Inspections should include:

- Buildings and structures
- Means of transportation (vehicles, boats, all-terrain vehicles, snowmobiles etc.)
- Project grounds, landing sites, excavations
- Equipment, tools and machinery
- Employee work methods and practices
- When a malfunction occurs
- Accident investigations

Document all inspections

- The frequency of routine inspections should conform to local regulations and company policy.
- Spot inspections should be conducted to check on follow-up corrective actions when a hazard or incident has been detected, and when changes in safe work procedures have been implemented.
- Continuously monitor all unsafe potentially life-threatening conditions, such as air quality in a confined space location, which includes when working in trenches, pits, or old or abandoned mine workings and even abandoned buildings.
- For the geologist in charge of a drilling project, a simple check list style of form is one way to conduct an environmental health and safety (EHS) check of a drill site. By checking tick marks on the list against the individual inspection criteria points, making any appropriate notes on EHS issues, signing and dating the form, it becomes a permanent record of the inspection.

Employees should develop the habit of carrying out certain inspections as an automatic routine.

- Employees should make pre-job inspections at the beginning of each job, each shift and each day to scan for hazards before entering their work area or using tools etc. This concept applies while traversing. A geologist on traverse scanning a scree slope to determine the safest route would be performing a pre-job inspection.
- Good supervisors perform ongoing inspections by doing a visual check whenever they pass through a work area.

When hazards are identified during inspections, make sure that the corrective actions takes place within the prescribed time limit for the severity of the hazard. Use a rating scale such as the one below that addresses the severity of the hazard:

- "A" hazard – requires immediate corrective action. A potential risk exists that could cause death, amputation, and/or extensive loss of structure, equipment or material.
- "B" hazard – requires attention as soon as possible. A potential risk exists that could cause serious injury, illness or property damage.
- "C" hazard – should be eliminated without delay and includes conditions or practices with a potential risk to cause a non-disabling injury or non-disruptive property damage.
Audits

Audits are a category of inspections that evaluate the effectiveness of a company health and safety program. An audit should indicate if a company is in compliance with jurisdictional OHS regulations and determine if the results of the safety program fulfil the company health and safety goals and objectives. An audit can be used to establish a baseline for identifying changes in performance. Audits should be performed at least annually. They may be performed by trained company employees or by trained external health and safety professionals. It is essential that members of audit teams receive appropriate training to perform audits correctly. Commercial audit systems are available.

1.2.5 Documentation

Written documentation indicates that a company is in compliance with aspects of the company OHS program and that parts of the program are in effect. Written records are one aspect of evidence a company must provide to demonstrate defence of due diligence. The following records should be kept for the time specified by the AHJ:

- Employee safety induction records
- Training records:
  - Supervisor training and certifications that demonstrate competency
  - Worker training and certifications
  - Training records should indicate the date, names of who attended, and topics covered by training (e.g., WHMIS, lockout, fall protection, first aid certification)
- Safety meetings: Routine weekly meetings and daily pre-work talks including a list of attendees and the topics covered
- Inspection reports and the follow-up corrective actions
- Usage logs and maintenance logs from vehicles and equipment etc.
- Records that show progressive discipline for safety infractions
- Joint safety committee meeting records and reports that address safety issues, if applicable
- Contractor and subcontractor pre-qualification documentation
- First aid records, medical records and tests that are appropriate for the employment (hearing, vision tests)
- Emergency response plan tests, fire drills
- Forms and checklists for procedures, such as confined space entry and lockout
- Safety statistics on the frequency and severity of accidents and near misses
- Sampling and monitoring records (air quality of a confined space or a core saw shack)

1.3 Internal Responsibility System

The Internal Responsibility System (IRS) is the fundamental concept where individuals and groups of employees have input into the health and safety practices at their work site. Although occupational health and safety regulations are written with the aim of providing a safe working
environment, “safety” is the responsibility of each person at a project site to work as safely as possible. Therefore, it is important that a company develops a safety program that encourages each worker to acquire excellent safety habits and attitudes and to share in the responsibility and accountability for workplace safety. The IRS incorporates due diligence where each person strives to improve aspects of safety related to their job and at the work site. When everyone participates in improving health and safety, a company will normally experience a reduction in accident rates.

It is recommended that safety committee members and health representatives be trained in the IRS philosophy to better promote safety attitudes. Workers’ Compensation Boards usually offer training on the Internal Responsibility System (IRS). Information regarding the IRS is available on the following website: [http://www.ccohs.ca/oshanswers/legisl/irs.html](http://www.ccohs.ca/oshanswers/legisl/irs.html)

Features of the IRS include:

- Workers share the responsibility to identify hazards in the workplace. Employees are more likely to recognize hazards associated with their own work and come up with solutions and hazard controls.
- It is impossible to have regulations that address all hazards in a workplace. It is the responsibility of employers to recognize and then eliminate, correct or control hazards that are not covered by regulations in order to protect the health and safety of the employees.
- Everyone should act as an “internal auditor” to promote compliance with OHS regulations at the same time as they look out for their own personal safety and that of their co-workers.
- Health and safety should not be adversarial between workers and employers; it should be a joint effort for the benefit and safety of every employee within the company.
- When a company increases due diligence using the IRS, they save money by reducing injuries, compensation, fines and other expenses associated with accidents.

1.4 Resources

The Prospectors & Developers Association of Canada (PDAC) thanks the following for granting permission to include material from their publications.

Association for Mineral Exploration British Columbia (AME BC)

Their permission does not imply that they endorse the PDAC Health and Safety Guidelines. The PDAC is solely responsible for the content of the Health and Safety Guidelines.

Books


Internet Resources

The following websites contain valuable information to use when developing and implementing health and safety programs.
General Safety Principles


