



HORIZON NORTH

Our Commitment to Health, Safety and Environmental (HSE) Performance

Right to Refuse

Horizon North Logistics Inc. (HNL) gives a worker the right to refuse work that s/he believes may endanger them or another worker.

Any person must refuse to carry out any work, or operate any tool, appliance, or operate any equipment if they have a reasonable belief that there exists an imminent danger or immediate threat to their health or safety, or the health or safety of any other person who is present at the work site.

Any person who refuses work because of an imminent danger must immediately notify their direct supervisor on site and the reason for the refusal. The site supervisor must be notified as soon as possible.

The work refusal shall be investigated by the site supervisor and acted upon as follows:

- Following the investigation, if the conclusion is made that imminent danger exists, steps must be taken to make the condition or area safe, with ultimate continuation of work.
- If the investigation reveals that the hazards are properly controlled and normally expected for the occupation or task, the worker will be requested to continue.
- If the worker still refuses the work, the worker shall be provided with other work and a subsequent investigation shall be made by the safety department. Dispute mechanisms shall be in accordance with the Occupational Health & Safety Regulations, or another authority having jurisdiction.

A worker shall not face disciplinary action when determined the worker had a reasonable belief that a hazard does exist that provides imminent danger.

Rod Graham
President and CEO
Horizon North Logistics Inc.

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