



**CONESTOGA-ROVERS  
& ASSOCIATES**

# Safety & Health Policy

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Safety First is the mission of all employees at Conestoga-Rovers & Associates (CRA). CRA is committed to maintaining a safe and healthy work environment. Employees are our most valuable resource; their safety and well-being is paramount to our success. It is our vision and expectation that management, all employees, and contractors will embrace our safety principles and share in establishing a safe workplace.

Our objective is to continuously improve our safety performance through effective implementation, measurement, and evaluation of our behavior-based SMART (Safety Means Awareness Responsibility and Teamwork) Program. To ensure that we meet our objective, the following actions are to be incorporated into all work processes at CRA:

1. CRA will cooperate, consult with, and continually update our employees on safety and health issues.
2. CRA will take every precaution reasonable to ensure the safety and health of all who perform their duties on our behalf. Management is responsible for establishing, enforcing, and maintaining standards designed to protect workers from injury or illness.
3. All employees share personal responsibility and are to conduct themselves in a way that ensures their safety and the safety of people affected by their conduct. In order to protect themselves, their co-workers or the public from harm, employees are expected to identify, communicate, and, where appropriate, correct workplace hazards.
4. Contractors and subcontractors are responsible for ensuring the safety and health of their own employees as well as other employees while performing duties on CRA's behalf and must abide by all applicable health and safety guidelines.

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**Edward S. Roberts, P. Eng.**

President

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**Safety Means Awareness  
Responsibility Teamwork**