

A Letter from the President



To all employees of ICE:

The purpose of this letter is to bring to your attention the commitment of ICE to provide a healthy and safe environment for our employees and our clients. In the community environments where we work, hazards can be found around every corner. It is our responsibility to watch for these and prevent them where we can, both for the safety of our employees and our clients.

Employees at every level are responsible for the company's health and safety performance. Active participation by everyone, every day, in every job is necessary for the success of this program and to ensure that employees and the clients we serve have a safe environment in

which to work and live.

ICE Management commits to setting an example and providing leadership in the health and safety program. Current Health and Safety initiatives include:

- An Employee Health and Safety Committee – providing a vehicle for employees to get involved in health and safety
- An Employee Incentives and Awards Program -so employees can be recognized for their contributions to health and safety,
- Hazard Assessment and Control – identifying hazards and eliminating/ controlling these to protect employees and clients from illness and injury,
- Training Programs – a wide variety of quality training available to everyone to improve employee skills at work,
- Incident Investigation – investigation of all injuries and near misses to determine contributing factors, and implementation of procedures to prevent similar incidents,
- Quality Assurance and Risk Management Audits – supervisors and team leaders complete ongoing inspections of the places where you work and make sure that consistent safety standards are maintained.

While ICE Management commits to setting an example and providing leadership in our health and safety program, we cannot be successful without the support of all employees. Employees are accountable for following all procedures, working with an awareness of health and safety and cooperating in working towards improved health and safety conditions at work. By working together in all parts of this program, we can achieve this goal.

Sincerely,

Michael Rutherford
President
Independent Counselling Enterprises Inc.