



Bell Health & Safety Policy

Corporate Security & Responsibility
December 2017

For Internal Use

1 Policy Overview

1.1 Purpose

This policy establishes Bell's health & safety objectives for maintaining a safe and healthy work environment that manages foreseeable risks to employees, contractors and visitors.

1.2 Scope

This policy applies to BCE and Bell including their subsidiaries that are not public companies.

2 Policy Details

2.1 Health & Safety Guiding Principles

At Bell, the health and safety of our team members and external stakeholders, including contractors, customers, and the general public, is an absolute priority. We also believe that a safe and healthy workplace is essential to achieving organization success, in all areas of our business.

To support our commitment to team members, Bell will:

- Ensure due diligence in its approach to meet or exceed all applicable workplace health & safety laws and regulations;
- Identify, analyze and address health & safety hazards;
- Establish processes and practices to support a safe workplace and prevent injuries;
- Investigate health & safety incidents;
- Provide employee training to ensure adequate health & safety knowledge and competency;
- Work in consultation with joint health & safety committees to uphold and evolve safe work practices and resolve any issues;
- Set objectives to continuously improve our safety performance;
- Regularly evaluate, monitor and report health & safety performance.

In support of our commitment to external partners and stakeholders, Bell will:

- Require contractors, sub-contractors, and third parties accessing Bell sites to demonstrate due diligence at all times by having appropriate training, following contractual requirements, working safely and not exposing themselves or Bell employees to health & safety risks;
- Cooperate with government and other stakeholders on health & safety matters.

3 Roles and Responsibilities

3.1 Security, Environment, Health & Safety Oversight Committee

Oversee Bell's Health & Safety policy, program and management system to ensure alignment with all parts of our business. The committee provides support and the appropriate resources for the implementation of initiatives and the continuous improvement of Health & Safety programs.

3.2 Corporate Health & Safety Team

The Corporate Health & Safety Team is responsible for establishing, maintaining and communicating all aspects of the Health & Safety Management System. In this regard, it is responsible for:

- Setting health & safety objectives and targets;
- Monitoring and communicating legal and other requirements for compliance to legislation and Bell's programs;
- Assessing and monitoring workplace risks, overseeing the development and implementation of appropriate prevention measures;
- Coordinating the response to health & safety incidents;
- Collaborating and supporting business units with health and safety issues, developing plans where significant health and safety issues exist;
- Monitoring and adjusting the management system to meet Bell's business direction;
- Liaising with governments and other groups on matters related to health & safety, and
- Reporting Bell's performance to joint health and safety committees, security, environment and health and safety oversight committee, management resource & compensation committee of the board, and other interested parties.

3.3 Business Units

In support of this policy's principles, business units are responsible for:

- Complying with the policy, directives and procedures,
- Supporting actively health & safety initiatives,
- Implementing appropriate plans to their needs.
- Participating in the identification and management of workplace risks;
- Reporting all incidents;
- Participating in the investigation of workplace incidents and the resolution health & safety issues;
- Implementing corrective/preventive measures controlling workplace risks;
- Developing and implementing processes to meet objectives and targets set by senior leadership;
- Monitoring and reporting on health & safety performance;
- Identifying appropriate resources who will interface with the Corporate Health & Safety team and joint health & safety committees as required; and
- Supporting the management system.

3.4 Joint Health and Safety Committees

Joint health and safety committees play an integral role at Bell. In support of the health & safety policy and program, the joint health & safety committees are responsible to:

- Monitor and provide consultation on health & safety performance;
- Collaborate on the development and review of health & safety documentation and training programs;
- Participate in the identification of workplace risks and the investigation of workplace incidents; and
- Participate in the identification and implementation of prevention strategies.

3.5 All Employees

Bell team members share in the responsibility for their workplace health & safety and as such they must perform their job a safe and secure manner in compliance with company policies, directives, procedures, and actively participate in training. Employees must immediately report all unsafe conditions and work-related injuries, illnesses, and incidents to their managers.

3.6 Compliance to the Policy

Non-compliance to this policy and associated directives must be reported to Corporate Health & Safety for appropriate documentation and corrective action.

It is the reader's or user's responsibility to ensure that he or she has the latest version of this document. See the Documentation section at <http://bellnet.int.bell.ca/corporate-security>.

Appendices

A. Definitions

The definitions of terminology used can be found in the [Bell Corporate Security Glossary](#).

B. Governance

Issuing Business Unit	Corporate Health & Safety
Document Sponsor	Vice president Corporate Security & Responsibility
Document Owner	Director Health & Safety
Primary Contact	Director Health & Safety
Required Approval	Health, Safety, Security, Environment and Compliance Oversight Committee (HSSEC) for major changes to the guiding principles
Review Cycle	Annually

C. Revision History

Date	Changed By	Version	Description
2014.10.08	Marc Lapointe	1	First issuance
2016.11.25	Daniel Gagne	2	Updates to 2.1 Health & Safety Guiding Principles Updated review cycle to Annually
2017.12.01	Jill Downey	3	Updated date to reflect annual review Updated Governance – Document Owner and Primary contact to Director Health & Safety Updated Required Approval - HSSEC