Health and Safety Policy

Crossroad Distributor Source
Effective: May 2025

1.0 Policy Statement

It is the policy of Crossroad Distributor Source to take all reasonable steps to ensure the **health, safety, and welfare of our employees**, contractors, visitors, and any individuals who may be affected by our operations.

We are committed to maintaining a safe and healthy workplace and to complying with all applicable federal, state, and local safety regulations, including the requirements set forth by the **Occupational Safety and Health Administration (OSHA)**.

Our objective is simple — to operate an **accident-free and injury-free workplace** through proactive prevention, training, and communication.

2.0 Responsibilities

2.1 Company Responsibilities

Crossroad Distributor Source will:

- Provide and maintain safe working conditions, facilities, and equipment.
- Identify and evaluate workplace hazards and implement corrective measures.
- Supply necessary **safety equipment, information, instruction, and supervision** to ensure employee safety.
- Provide ongoing **training and education** to promote safe work practices and awareness of potential risks.
- Review and update safety procedures regularly to ensure compliance with current regulations and best practices.
- Ensure that contractors, temporary workers, and visitors follow all safety guidelines while on site.

2.2 Employee Responsibilities

Health and safety is a shared responsibility. Every employee is expected to:

- Take reasonable care for their own health and safety and that of others.
- Follow all safety instructions, procedures, and training provided.
- Report immediately any unsafe conditions, near-misses, or hazards to their supervisor or designated safety representative.
- Refrain from operating equipment or performing tasks for which they have not received proper instruction or authorization.
- Participate in safety meetings, training sessions, and emergency preparedness drills as required.

If an employee believes that a task or condition presents an unsafe risk, they must **stop work and report the concern** immediately to their supervisor, Operations Manager, or the Health & Safety Coordinator.

3.0 Communication and Continuous Improvement

Crossroad Distributor Source believes that a safe workplace depends on open communication, continuous improvement, and shared accountability.

- Employees are encouraged to provide feedback on safety practices and suggest improvements.
- Safety concerns will be promptly reviewed, investigated, and addressed.
- Management will continually evaluate safety performance and implement improvements as needed.

Through these collective efforts, Crossroad Distributor Source strives to **prevent workplace incidents** and foster a culture of safety, responsibility, and mutual care.

Crossroad Distributor Source

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