

Employee Health, Safety and Engagement



Our first priority is employee health and safety. We demonstrate that priority by employing a comprehensive stem-to-stern approach that engages everyone at Toromont. Our emphasis is on prevention and that begins with education and awareness.

Each morning, service technicians participate in “tool box” meetings to discuss safe practices and, before any job begins, employees must complete a hazard assessment form. In all, more than 100,000 assessments were completed in 2010. Unfortunately, this alone does not stop unsafe behaviours, which is why we seek to learn from any incident, even near misses. In the event of a near miss, we investigate to discover what went wrong and this information

is shared broadly, often as part of safety talks held in every facility to ensure it does not happen again.

These efforts are complemented by regular emails, newsletters and posters promoting safety first, employee training and investments in safety gear and tools such as monitoring devices to help us respond to the needs of our people in the field. We believe we have effective programs in place to guide our behaviour and, judging from the 50% reduction in lost time injuries over the three-year period ending in 2010, our collective efforts are working in helping us to live up to our first priority.

A safe workplace is the minimally accepted standard. Our employees receive much more, including competitive compensation, access

ABOVE Prominently displayed, eye-catching posters are just one of the ways Toromont creates a safety first culture.

to Toromont’s Employee Share Ownership Program with a company match of up to \$1,000 annually, career development opportunities and health benefits that include employee and family assistance and counselling. To reflect the special needs of Enerflex employees who work around the world, we recruited International SOS, a leading international medical assistance company. These steps help us to recruit, retain and motivate the best and brightest. As measures of engagement, 10% of our employees have been with us for more than 20 years, across our total employment base the average tenure is eight years and 41% of our workforce owns Toromont shares.