

STERIK'S

HEALTH & SAFETY PROGRAM

STERIK'S Sport Development Inc. is vitally interested in the health and safety of its management, coaches, athletes, parents/guardians, and community. Protecting against the risks and hazards that freestyle skiing and snowboard activities present is a major ongoing objective of the organization. STERIK'S Sport Development Inc. health and safety policy and objectives are implemented in order to ensure operations and maintenance of the program and event environments are in compliance with all safe work practices and procedures established by the company and other requirements to which we subscribe.

HEALTH & SAFETY POLICY & OBJECTIVES

STERIK'S Sport Development Inc. is committed to communicating the companies health & safety policies, initiatives, practices and procedures to our management, coaches, athletes, parents/guardians, and community by making them available for download on our website, steriks.ca. Additionally, any/all athletes participating in any STERIK'S Sport Development Inc. program and/or event shall review the STERIK'S Sport Development Inc. Health & Safety Program prior to participating with the program and/or event.

STERIK'S Sport Development Inc. is responsible to supervise any/all program activities, maintain a 1:7 coach/supervisor to athlete ratio, and ensure that a staff member certified in first aid (Red Cross First Aid & CPR Level C) is present and on-site at all times. During event operations, STERIK'S Sport Development Inc. is responsible to ensure that Ski Patrol Services supervise any/all event activities. STERIK'S Sport Development Inc. is responsible to inform all athletes participating in any program and/or event of any/all specific hazards related to the activity environment and implement the appropriate processes for athletes to perform freestyle ski and snowboard activities as safely as possible.

STERIK'S Sport Development Inc. management, coaches, athletes, parents/guardians, and community recognize that freestyle ski and snowboard activities are an extreme and dangerous activity when practiced at any level. Accidents may occur at any given time during a program and/or event operations, and STERIK'S Sport Development Inc. management and coaches are committed to respond to any/all accident situations in accordance with our Accident Response Policy as outlined below.

A freestyle ski and/or snowboard accident can be described as a serious, unexpected and dangerous crash/fall associated with program and/ or event activities which requires Ski Patrol Services, and may or may not require paramedic, and/or emergency medical services. This occurrence may include, but is not limited too: fatality, blunt trauma, bone fracture, laceration or wound, concussion, unconsciousness, seizure convulsions, joint dislocation and separation.

In the case of an accident during program operations, STERIK'S Sport Development Inc. management and coaches are responsible to implement all processes and procedures outlined in the Accident Response Policy. In the case of an accident during event operations, STERIK'S Sport Development Inc. shall ensure that Ski Patrol Services on duty respond to the situation immediately and carry out their responsibilities as required by the facilitating ski club/ resort.

STERIK'S Sport Development Inc. coaches are responsible to adhere and abide by instruction limitations of their qualifications and certifications. STERIK'S Sport Development Inc. shall ensure that at least one certified air qualifier (inverted ariels supervisor) is on duty at all times.

An evaluation of the STERIK'S Sport Development Inc. Health & Safety Program and initiatives shall be conducted annually. Commitment to safe freestyle ski and snowboard practices and activity is an integral part of STERIK'S Sport Development Inc., from its owners/operators through to its coaches, athletes, parents/guardians, and community. It is in the best interest of all parties to consider the STERIK'S Sport Development Inc. health and safety program in every activity.

VIOLENCE & HARASSMENT POLICY

A harassment situation can be described as the act of systematic aggressive pressure or intimidation and/or continued unwanted and annoying actions of one party of a group, including threats and demands within and/or during program/event operations. This occurrence may include, but is not limited to: engaging in a course of vexatious comments or conduct against an athlete/ manager/coach in a program/event environment, a comment or conduct that is known or ought reasonably to be known to be unwelcome, a form of discrimination as set out in the Ontario Human Rights Code.

A violence situation can be described as behaviour involving physical force intended to hurt, damage, or kill someone or something. This occurrence may

include, but is not limited to: the exercise of physical force by a person against an athlete/manager/coach in a program/event environment that causes or could cause physical injury to the athlete/manager/coach, an attempt to exercise physical force against an athlete/manager/coach that could cause physical injury to the athlete/manager/coach, and/or a statement or behaviour that it is reasonable for an athlete/manager/coach to interpret as a threat to exercise physical force against the athlete/manager/coach in a program/event environment that could cause physical injury to the athlete/manager/coach.

STERIK'S Sport Development Inc. shall investigate and scrutinize any/all concerns, complaints, or incidents of violence and/or harassment situations in a fair and timely manner with respects to the manager/coach, athlete and their parent/guardian's privacy. If necessary, STERIK'S Sport Development Inc. shall assist the manager/coach, athlete and parent/guardian with any/all reporting and communication processes. This violence and harassment policy is not intended to prevent or discourage a manager/coach, athlete and their parent/guardian from exercising their right through any other legal avenues that may be available.

STERIK'S Sport Development Inc. recognizes the severity of any/all violence and/or harassment situations including cyber bullying. Commitment to sustaining a positive healthy program/event environment is an integral part of STERIK'S Sport Development Inc., from its owners/operators through to its coaches, athletes, parents/guardians, and community.