

Certificate of Recognition (COR™)

Up until 2015, our health and safety program had been written to the standard of Ontario's Occupational Health & Safety Act and Regulation for Construction Projects. Starting in 2016, we began developing our program to align with the more stringent Certificate of Recognition (COR™) standard, which goes far and above the province's requirements. Although not exclusively designed for it, the COR™ standard is quickly becoming the go to standard for the construction industry in Canada. It is comparable to the CSA Z1000 or ISO 18001/45001 standards.

The Certificate of Recognition (COR™) is nationally trademarked and endorsed by participating members of the Canadian Federation of Construction Safety Associations (CFCSA) of which the Infrastructure Health and Safety Association (IHSA) is a member. It provides employers with an effective tool to assess their health and safety management system.

COR™ is aimed at driving positive workplace behavior and practices that lead to improved performance. It is currently being used across Canada and is a pre-qualification requirement for many contractors working in and out of the province and on public and private sector projects. The IHSA is the regulating body for COR™ in the province of Ontario. In achieving this national safety program accreditation in Ontario, IHSA is responsible to ensure that the COR™ standards are upheld. With one common audit instrument utilized across Canada, the national standard is clear: Minimum 65% in each element and an overall audit score of 80%. Tom Jones Corporation scored 94% on our certifying audit, a score that is largely unheard of when first certifying.

Our COR™ certification number is 000315.

Our adoption of the COR™ standard is largely responsible for some of the statistical anomalies you may find in the attached summary table. For instance, while our number of injuries did increase from 2017 to 2018, this is due to increased incident reporting. This increase in incident reporting is directly related to the increase in our leading indicators. We believe that these increases are indicative of the strong safety culture that has been developing throughout the company over the past several years.

If you have any questions or concerns relating to the information contained within this letter or our health and safety program, please don't hesitate to reach out to me directly.

Kind Regards,



Brian Arnold, G.S.C., NCSO
Health, Safety and Environmental Manager