

	TOPS FOOD & BEVERAGES	DOC. # TFB-OH&S-POL-01
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Occupational Health & Safety Policy		REVISION # 00
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Tops Food & Beverages's responsibility is to continually improve all aspects of the area in which we operate – health & safety, environment, social, and economic – creating a better tomorrow than today.”

Tops Food & Beverages is proud to live by our Sustainability Vision and believes that protecting the health and safety of its people, contractors and clients is a core value. Occupational injuries and occupational illnesses are preventable and we aspire to an incident-free environment. We implement our policy in the Tops Food & Beverages Health and Safety framework designed to deliver this core value.

These are our commitments to the health and safety of our people at Tops Food & Beverages:

1. **Regulatory Compliance:** We apply sound health and safety management practices, comply with all OH&S legislation and applicable legal and regulatory requirements and company standards, and conduct regular audits to verify compliance.
2. **Resource Allocation:** We provide necessary resources to implement health and safety management systems that identify, assess and control risks. We share health and safety best practices across the company.
3. **Business Integration:** We manage health and safety considerations into our short- and long-term business decisions.
4. **Continuous Improvement:** We set demanding objectives & targets and review progress to ensure continuous improvement in Health, Safety. We monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests in order to ensure effective and sustainable solutions to health and safety challenges we face.
5. **Performance Measurement:** We establish meaningful metrics to monitor our health and safety performance, and use these metrics to set goals for continuous improvement.
6. **Ownership Culture:** We build a proactive culture by driving ownership of health and safety at the individual, managerial and organizational levels. We engage and train our people in and actively encourage participation in health & safety.
7. **Stakeholder Collaboration:** We collaborate with our contractors, suppliers, customers and local communities to reduce the health and safety impacts of our daily operations and technology, as it applies to them.
8. **Annual Review:** Our OH&S Policy is documented, implemented and maintained. We annually review the company's performance in implementing this policy and update it as needed.

It is the responsibility of our senior leaders to ensure this policy is understood and effectively communicated to all persons and made available to public and interested parties, and implemented throughout Tops Food & Beverages. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to apply and support the principles stated above.

Approved by: 
 General Manager