



HEALTH AND SAFETY POLICY STATEMENT

Always SAFE

At Tim Hortons Inc., Health and Safety is an important focus for all employees, at all levels. Our goal is to prevent injury and occupational illness and we will make every reasonable effort to provide a safe, healthy work environment.

While the company has overall responsibility for health and safety, each of us has a personal responsibility and role in creating and maintaining an injury free workplace.

Managers and supervisors will be held accountable for the health and safety of employees under their supervision. They are responsible for the identification of safety hazards, and for providing and implementing controls to eliminate or reduce the risk of injury and illness.

Employees are responsible for protecting their own health and safety by working in compliance with the law and following safe work practices and procedures set out in the workplace. They will be provided with information and safety training appropriate to their role to ensure they can execute their duties safely.

Together, we will all strive to conduct our operations in a safe and responsible manner, and work with fellow employees, franchisees, suppliers, contractors, partners, guests and our community to create health and safety practices and work environments that enable an injury-free and illness-free workplace at Tim Hortons Inc.

Marc Caira, President and CEO

3/28/2014

Date



Tim Hortons