



Kinaxis Health and Safety Policy

The management at Kinaxis are vitally interested in the health and safety of its workers. Protection of workers from injury or occupational disease is a major continuing objective.

Kinaxis will make every effort to provide a safe, healthy work environment. All employers, supervisors and workers must be dedicated to the continuing objective of reducing risk of injury.

As an employer, Kinaxis is ultimately responsible for worker health and safety. We will comply with all employer duties under the employment/labour standards laws that apply in your province/state/jurisdiction of work (“Employment Standards”), such as taking every reasonable precaution for the protection of workers in the workplace.

Supervisors are accountable for the health and safety of workers under their supervision. Supervisors are subject to various duties in the workplace, including the duty to ensure that machinery and equipment are safe and that workers work in compliance with established safe work practices and procedures.

Every worker must protect his or her own health and safety by working in compliance with the law and with safe work practices and procedures established by the employer. Workers will receive information, training and competent supervision in their specific work tasks to protect their health and safety.

It is in the best interest of all parties to consider health and safety in every activity. Commitment to health and safety must form an integral part of this organization, from all levels of the organization

If you believe you or another employee are at risk contact [Human Resources](#) and corrective action will be taken.

Number	Reason	Revised date	Revised By
1.0	Annual review	March 17, 2015	Lori Johns
2.0	Annual review	August 12, 2016	Lisa Carter
3.0	Annual review	July 17, 2017	Lisa Carter
4.0	Annual review	August 10, 2018	Lisa Carter
5.0	Updated Kinaxis logo	October 10, 2018	Lisa Carter
6.0	Annual Review	September 13, 2019	Tawni Davis
7.0	Global compliance update	May 8, 2020	Allison Maguire