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REGIONAL HEALTH & SAFETY CONFERENCE

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Thunder Bay, ON

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FORUM NORTH

NOVEMBER 7-8, 2023 | Victoria Inn

PartnersinPreventionConference.com/ForumNorth

PARTNERS IN PREVENTION 2023 REGIONAL HEALTH & SAFETY CONFERENCE



**A
SHARED
VISION**

In the face of increasing demands and many unprecedented challenges, Ontario businesses have adapted and persevered. Now, health and safety leaders are ready to focus forward with **A Shared Vision** for a sustainable future, driven by a more resilient workforce and a collaborative, proactive approach.

Partners in Prevention Regional Conference series is an opportunity for transformational learning through shared experiences, open dialogue, and cooperative successes.

With **A Shared Vision** and purpose, we will champion workplace cultures that protect people, promote health and contribute to businesses success, strengthening the social and economic fabric of the communities they serve.

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Registration & Breakfast	7:00 – 8:00 am
Trade Show Hours	8:00 am – 4:00 pm
Morning Keynote	8:30 – 9:30 am



Belonging: The Intersection of Mental Health and Anti-Racism

Anthony McLean,

Leadership, Mental Health and Inclusivity Advocate

One of the outcomes of diversity, equity, and inclusion (DEI) is to ensure people have a sense of belonging within our organizations. There is a considerable amount of overlap between mental wellness and racial equity. In this inspiring presentation, Anthony McLean contends that empathy is at the heart of both DEI work and mental health awareness, and psychological safety and creating a sense of belonging are central to both pursuits. This interactive presentation helps participants bring more compassion and courage to the work of anti-racism and mental wellness. You will:

- Learn how to approach mental health and DEI through the lens of empathy.
- Understand the impact systemic racism has on mental health.
- See how microaggressions are the "death by a thousand papercuts" to a sense of belonging.

Afternoon Keynote 12:30 – 1:30 pm



Respectfully, Up Yours: How to Play Nice at Work

Sylvia Marusyk,

B.A., OT (reg) MB, International Activational Speaker and Founder/Owner, MindBody Works

Sponsored by:



What makes a good workplace great? A culture of respect and cooperation. This interactive and collaborative keynote address will assist people in becoming more effective individual agents of change and more respectful as a team. We will explore practical and concrete ways of bringing these ideas to life to generate a workplace of happy, engaged and supportive team players. In this session you will discover:

- What constitutes respectful or disrespectful behavior?
- The effect of disrespect in the workplace on SAFETY and HEALTH
- What's in it for you to change the way YOU do things?
- Guidelines for a respectful and psychologically safe workplace.
- Practical tools and strategies for becoming a more respectful workplace.

10:30 – 11:30 am

Choose One

MLITSD Update and Future Outlook

The Ministry of Labour, Immigration, Training and Skills Development (MLITSD) will discuss its 5-year Ontario Health and Safety Strategy “Prevention Works” and the strategies and initiatives underway for 2023-24 to help reduce workplace injuries and illness. Some data and trends will be shared for the province and for Northern Ontario. Bring your questions!

G

JHSC

LL

Workplace Wellness and Mental Health: Emerging Issues, Effective Management

Lorenzo Lisi, Partner & Workplace Law Group Leader, Aird & Berlis LLP

Mental health initiatives have become an important and essential element within the Canadian workplace. The COVID-19 pandemic highlighted the presence of absenteeism and isolation among employees, and the impact both can have on productivity and conflict resolution. Employers have had to evolve to meet the challenge of mental health and wellness in the workplace. This has placed a premium on programming that addresses behaviours and has encouraged employers to consider and implement effective workplace wellness and mental health policies. Join Aird & Berlis Workplace Law Group leader, Lorenzo Lisi as he discusses a proactive approach to wellness and mental health, touching on culpable vs. non-culpable behaviours; managing conflict in the workplace; wellness programs; and the effectiveness of workplace civility.

G

HR

LL

Substance Use Stigma and Naloxone Training – Opening Doors and Saving Lives

Ronda Mackie, Outreach Worker, Superior Points Harm Reduction Program
Thunder Bay District Health Unit, (TBDHU)

Rick Thompson, Outreach Worker, Superior Points Harm Reduction Program
Thunder Bay District Health Unit, (TBDHU)

This session will address stigma with people who use drugs (PWUD) and provide lifesaving training with naloxone. Stigma is a negative, judgmental attitude toward PWUD, particularly those whose drug use is considered excessive or problematic. People who struggle with addictions need to be supported—not shamed—as do those who have lost loved ones to overdose deaths. We need to remember that they are fully human, with stories and loved ones. The second message is that overdose deaths can be prevented, even when a person has actually overdosed. Everyone should know how to recognize an overdose and be prepared to help someone who has overdosed.

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WMH

Your Roadmap to Safety

Becky Chiarot, Program Management Consultant
Workplace Safety Insurance Board (WSIB)

Learn about WSIB's Health and Safety Excellence program and how it can provide your business with a tailored, step-by-step roadmap to excellence in health and safety. Learn about the limited time incentives available to businesses with 1 - 99 full time employees including double rebates and financial support just for getting started. Whether you are new to health and safety or looking to optimize a health and safety management system, the Excellence program will provide you with an incentivized path forward.

G JHSC LD

The Northwestern Ontario Worker & Workplace Health Study

Dr. Vicki Kristman, Director and Senior Scientist, EPID@Work
Lakehead University

Learn about the largest cohort study ever conducted in Northwestern Ontario which will analyze mental health and wellbeing in the workplace. Post-pandemic mental health issues are on the rise. How much of these are related to work? What workplace factors are associated with reduced workplace mental wellness and mental health disorders? What can workplaces do to improve the mental wellbeing of their workers post-pandemic? We will discuss our research methods, what's in it for you, our long-term goals for this research and how you can participate.

G HR LD WMH

Safe Manual Material Handling: Enhancing Compliance Efforts Through Ergonomics and MSD Prevention

Steve Macdonald, Ergonomist, Ministry of Labour, Immigration Training and Skills Development (MLITSD)

Tanya Muller, RKin. BHK. CCPE, CRSP Specialized Services Lead
(Ergonomics) Workplace Safety & Prevention Services (WSPS)

Join us for a discussion as we delve into the critical topics of ergonomics and manual material handling (MMH). MLITSD and WSPS will share their experiences and knowledge while providing valuable insights into MMH compliance and injury prevention strategies. The diverse expertise ensures a well-rounded perspective on the topic, enabling a comprehensive exploration of compliance, practical solutions and best practices. Whether you are an employer, supervisor, safety professional, or an individual concerned about promoting a safe and healthy workplace, join us for insightful discussions, practical recommendations, and interactive engagement to enhance workplace safety and well-being.

G HZ

1:45 – 2:45 pm

Choose One

Supervisor Responsibilities and Due Diligence 2.5-Hour Session

Sandy Mayers Ibbitson, Consultant

Workplace Safety and Prevention Services (WSPS)

Good supervisors help improve productivity, protect employees and reduce risk. They also motivate their teams and create a positive workplace culture - all of which boost profit margins and shareholder returns. In short, a well-trained supervisor is one of the best assets a company has. With fines for individuals recently quadrupling to \$100,000 (up from \$25,000), it has never been a better time for supervisors to understand the critical role they play in protecting worker health and safety and the steps they need to take to demonstrate that they've been duly diligent. In this session supervisors are provided with the knowledge and tools they need to be proactive in protecting worker health and safety and taking the necessary steps to demonstrate due diligence.

HR JHSC LD

Harnessing Change: Safety Implications in a Transforming Environment

Sponsored by:



Patience Cathcart (she/her), MBA, Director of Data Science and Public Safety Officer, Electrical Safety Authority (ESA)

This informative talk will speak to the landscape of the electrical sector and the safety implications involved as our environment changes. Being a modern regulator encompasses embracing risk-based approaches, augmenting the capability of our resources and being inclusive, accountable and transparent.

G HZ HR LD

The Facts about Vaping

Sumit Kumar, Youth Engagement Facilitator
Thunder Bay District Health Unit (TBDHU)

This session will explore the latest research on vaping to understand the health risks associated with vaping and gain insights into effective prevention strategies. The hope is to equip participants with evidence-based knowledge to promote informed decision making when it comes to vaping and expand knowledge around enforcement of the *Smoke Free Ontario Act* in relation to vaping and vaping products.

G LD

Rising Tides, Rising Risks: Climate Change and Workplace Health and Safety

Summer Stevenson, Sustainability Coordinator, City of Thunder Bay

From heatwaves, to fires, to floods, climate change is already impacting our communities and our workplaces. As extreme weather events become more frequent and severe, health and safety professionals will need to grapple with the unavoidable risks of a warming world. This session will examine the impacts of climate change and uncover strategies to mitigate hazards, enhance resilience, and foster a safe and sustainable work environment.

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Beyond Preparedness: From Planning to Action

Julia Paradis, NCSO, Safety Coordinator, LH North Ltd.

Northwestern Ontario Construction sites have a real challenge when it comes to emergency preparedness. From locations that are isolated and remote, far from medical services to highway work where being equipped with a bear horn and a satellite phone are a must. The challenges that face these workers in the event of an emergency are unique. In this interactive session, participants will focus on the crucial transition from planning to action through engaging activities, team-building and lively discussions. Join Julia as she will discuss a recently implemented pilot program to help you better prepare, complemented by her fun and engaging training style – this session is not to be missed!

G

HZ

JHSC

LD

Empowering Change: Exploring Intersection of Electric Vehicles and Safety

Tom Welton, CRSP, Director, Health and Safety Services and Education Programs, Workplace Safety North (WSN)

The use of battery-operated mobile equipment in Ontario workplaces has risen significantly, raising many concerns associated with its safe use, handling, and storage. A Battery Electric Vehicle (BEV) Risk Assessment (RA) workshop conducted in late 2021 prioritized a list of the highest risks, most notably an uncontrollable fire known as a ‘thermal run-away event’. This hazard was examined in-depth through a Root Cause Analysis (RCA) workshop, where subject matter experts met to determine the root causes of BEV fires and recommend specific control measures. This presentation expands on these research results, discusses the various risks posed by BEVs in the workplace, and next steps on the journey to advance BEV Vehicle safety and efficiency across industries. Join this session to learn more about this evolving topic and what you can do to minimize the risks.

G

HZ

3:15 - 4:15pm

Choose One

Mindset Matters:

How Our Best Self Contributes to a Healthy Culture at Work

Meaghan Jansen, Msc., BSc., BA, Owner
Employee Wellness Solutions Network

While change is inescapable and challenging, it is also an incredible opportunity to discover the best version of ourselves. This eye-opening presentation explores the importance of creating a positive mindset, accepting change with resiliency, and understanding unconscious biases which may lead to microaggressions that can unintentionally harm others. We'll discuss how to focus on yourself to effectively manage your energy levels, priorities, and mindset to empower a healthy and diverse culture at your workplace. Be empowered with the knowledge and confidence to not only bring your best self to work but also provide feedback in support of a healthier and more productive workplace culture.

G HR WMH

Fit for All: Improving PPE to Keep Workers Safe

Sponsored by:

Candace Sellar, M.A. (DEM), Program Manager
Worker and Public Safety, Standards, CSA Group



New research by CSA Group shows that Canadian women are disproportionately impacted by a lack of gender-responsive personal protective equipment (PPE). Proper fit and comfort are two of the most important features in the design and usage of PPE yet a significant number of women surveyed experience one or more issues with ill fitting PPE. During this session, Candace Sellar, Program Manager, Worker and Public Safety Standards, will provide a high-level overview of CSA Group's published research, Canadian Women's Experiences with PPE in the Workplace, and explore how and why access to properly fitting equipment continues to be a long-standing issue.

G HZ JHSC

Like the Glide of a Dragonfly, Finishing Strong

Natalie Lehto, Fitness and Lifestyle Trainer and Coach

Natalie Lehto is an endurance athlete, running marathons and finishing strong at wildly challenging events like Hawaii's XTERRA triathlon. In 2013 she ran and completed her long-held dream of running the legendary Boston Marathon. But shortly after Natalie joyfully crosses the finish line with her whole family cheering her on, the horror of the marathon bombing decimates the experience. In the years to come, she grappled with debilitating PTSD, as well as health issues, family tragedy, and loss, but through these challenges, she begins to develop a philosophy of life that keeps her motivated and determined to finish strong through whatever life throws at her. Please join Natalie as she takes us through her personal journey.

G WMH

Machine Safety: It's Not Just For Production Equipment

Michael Wilson, P.Eng., FS Eng., CMSE, Senior Health & Safety Consultant
Workplace Safety & Prevention Services (WSPS)

This session will look at some of the often-overlooked equipment that resides in maintenance areas and even high school tech shops. Band saws, milling machines, table saws are useful pieces of equipment and, like any other piece of equipment, have their own hazards and associated risks. Something as common as a bench grinder has the potential to cause critical injuries. Is this type of equipment part of your workplace inspections? What should you be looking for during those inspections? This session will review hazards with common machinery and approaches to controlling risk associated with these machines.

HZ JHSC

Living Naturally: Harnessing the Power of Self Healing

Dr. Angelo Santin, Santin Chiropractic

We can all agree that everyone wants to be as healthy as they can possibly be. Quality of life is more important now than ever. In this session, Dr. Santin will share the three main pillars you need to know inside and out in order to truly master your own health. Once you apply these pillars, you can gain back the energy you've been missing for so long, and live life to the fullest potential. Dr. Santin will also share a bonus pillar that if overlooked can lead to many unwanted health issues. By the end of the session, you will feel empowered and inspired to take charge of your own health journey.

G LD WMH

Supervisor Responsibilities and Due Diligence 2.5-Hour Session

Sandy Mayers Ibbitson, Consultant
Workplace Safety and Prevention Services (WSPS)

Continued from Series 2.
Session description on page 6.

HR JHSC

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& Prevention Services®

Registration & Breakfast	7:00 – 8:00 am
Trade Show Hours	8:00 am – 2:00 pm
Morning Keynote	8:00 – 9:00 am



Power of Emotions: How to Use Emotions as the Fuel to Corporate and Personal Growth

Leo Barbe, *Speaker, Author and Founder/Lead Presenter, Think Don't Shoot*

Leo was left for dead with two close-range bullet wounds. Hours later a mailman found his lifeless body and the journey to becoming who Leo was meant to be had then just begun. Leo's entertaining and dynamic performances powerfully provoke real change as he truly connects to his audience through his spoken word and comedic edge. Learn how to take control of the emotions that drive our choices; become a passionate, creative and resilient member of the team; develop communication skills that build leadership from within; handle change and transitions in and out of the office; build emotional intelligence strategies that help control each decision; adopt a proven mental health action plan that will spark positive growth; and feel united to support each other and the common goals of the company.

Closing Keynote 1:00 – 2:00 pm



Making Good Decisions

Greg Johnson,
Tornado Hunter, Author, Radio Host, Photographer

As the first person to live stream a tornado in Canada, Greg Johnson has had the type of career that most people only dream about. Greg was selected by Canadian Geographic as one of Canada's top 100 explorers joining the ranks of Chris Hadfield and David Suzuki. He starred in the Netflix series Tornado Hunters and has been a panelist on CBC's Canada Reads. What drives a seemingly sane individual to drive toward a tornado? Building a legacy for your family, your business and your community requires hard work, vision and sacrifice. However, none of it would be possible if you aren't around to enjoy it. Every news reporter knows that getting the story is important, but getting back out to TELL that story is more important. Greg uses the metaphor of storm chasing to relate the message that situational awareness, preparation and implementation are the real keys to success. Greg will take you on an emotional journey as he shares his stories and experiences. Taking risks in life is important, but as he will reveal, there is a great difference between taking risks and being reckless.

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9:15 – 10:15 am

Health & Safety Associations: Ontario's Best Kept Secret!

Workplace Safety North (WSN)

Workplace Safety & Prevention Services (WSPS)

Infrastructure Health and Safety (IHSA)

Public Services Health & Safety Association (PSHSA)

Health and safety associations play a crucial role in promoting workplace safety and protecting workers' well-being, but who are they and what can they do for you? In this interactive session you will meet your local representatives from WSN, WSPS, IHSA, PSHSA and hear how they work through specific scenarios based on actual workplace applications. They will also discuss the collaborative, comprehensive sector support, and resources that are available to support workplaces in maintaining and improving their safety programs to ensure compliance with relevant regulations and industry best practices. Learn how they can assist you to improve and build your health and safety program as well as provide you with the expertise to comply with *Occupational Health and Safety Act and Regulations*. Come prepared with your questions!

G

11:00 am – 12:00 pm

Choose One

EveryBody Belongs: Weight Bias and the Workplace

Michaela Bohunicky, Thunder Bay District Health Unit (TBDHU)

Weight bias is a widespread public health issue with negative impacts on mental and physical health and well-being. This presentation will consider weight bias in workplace settings, including how it relates to food, nutrition, and eating; the importance of addressing weight bias as an important part of workplace wellness; and other recommendations for making the workplace more inclusive for all bodies.

G HR WMH

Wealthy From Within

Meaghan Jansen, Msc., BSc., BA, Owner
Employee Wellness Solutions Network

Investing in yourself through self-care strategies is paramount for well-being. How do you boost self wealth and build happiness? Learn how a self-wealth mindset can lead to optimal living, more confidence and joy.

G WMH

Safety by Committee: Harnessing the Team Power of Joint Health and Safety Committees

Jamie Fulkerson, Corporate Safety Specialist, City of Thunder Bay

Sandy Mayers Ibbitson, Consultant
Workplace Safety and Prevention Services (WSPS)

Kourtney Knight, Consultant
Workplace Safety and Prevention Services (WSPS)

What tools does your Joint Health and Safety Committee need to be successful, as a team? How do you know if your committee is compliant with legislation, policies and best practices? How do you know if your committee is effective? How can you deal with difficult situations and difficult members, to come to a positive resolution? See a committee in action! Get the necessary skills and information you need to ensure your team is having a positive impact in your workplace. We will be showcasing the practical application of tips and tricks for a powerful JHSC. One that works together to provide positive solutions for health and safety in your workplace.

JHSC

Creating a Safe and Supportive Work Environment Following a Workplace Violent Incident

Karen McKissick, Safety Coordinator
Thunder Bay Catholic District School Board, (TBCDSB)

It can be difficult to get back to work following a violent incident in the workplace. These events can have a significant effect on employees and the entire organization, especially when they are not dealt with properly. This session will explore tips and strategies on how to minimize the impact following an incident and how to recover as quickly as possible. By taking the right actions immediately after employers can expedite the recovery process and minimize the effects of the incident.

G LL WMH

Contractor Safety in the Gig Economy

Brad Smith, Weiler, Maloney, Nelson LLP

The workplace is made up of employees, independent contractors and dependent contractors. What is a Gig worker? What are the duties of a Gig worker? What are the duties to a Gig worker? Can an employer or the Gig worker protect itself from liability? These and other questions will be addressed as we apply the past and present health and safety laws to what appears to be the present and future workplace relationships.

HR LL

Navigating Machine Safety and Risk Assessments in the Modern Era

Michael Wilson, P.Eng., FS Eng., CMSE, Senior H&S Consultant
Workplace Safety & Prevention Services (WSPS)

In this informative session, participants will delve into risk assessments and how it applies to the intricacies of machine safety. Discover a practical strategy, best practices for identifying evaluating and mitigating potential hazards in the industrial environment and gain insights into industry standards and effective risk management techniques. Navigate the complex terrain of machine safety with confidence and ensure a secure working environment for both workers and equipment. This session will highlight the importance of risk assessments as well as how the changes to the Z432 Safeguarding of Machinery Standard could impact pre-start health and safety for reviews.

HZ

Visit The Trade Show

DAY 1 November 7, 2023 | 8:00 am – 4:00 pm

DAY 2 November 8, 2023 | 8:00 am – 2:00 pm

Visit the trade show to meet a range of vendors, network with peers and gain valuable knowledge on new products and best practices at your workplace. You may even win a prize!



For exhibitor or sponsorship information contact:

Terri Boorne, Events Coordinator

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Visit the trade show and *Share Your Vision* for a healthy and safe workplace on our vision board.

Let's Get Social!



Use **#PiP_Conf**
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Workplace Safety & Prevention Services

FULL CONFERENCE — 2 DAY		1 DAY	COMPANY PASS (2 DAYS)
 EARLY BIRD RATE Register on or before October 6, 2023	\$339 + HST	\$279 + HST	\$389 + HST
REGULAR RATE After October 6, 2023	\$399 + HST	\$339 + HST	\$449 + HST
STUDENT RATE \$49 + HST (Per Day) Available to full time students with proof of student ID#. No Early Bird Rate applies. (On-site Only)			
NOTE: Minimum number of participants must be registered in order to run the conference. Register early to avoid disappointment!			

*Company Pass: Restrictions apply. Volume discounts and/or special offers do not apply. Inquire within conference@wsps.ca

Registration Details

PAYMENT METHODS

Visa, Mastercard, or AMEX. Invoices available on approved credit only; contact Customer Care at: customercare@wsps.ca

REGISTRATION RATES include continental breakfast, keynote speakers, lunch, conference sessions, and trade show admission. Early Bird rate cannot be combined with any other discount or special offer. Volunteer, safety group, volume discounts and any other discounts or special offers cannot be combined.

Cancellation Policy Cancellations received in writing before **October 17, 2023**, will receive a full refund less a \$50 cancellation fee. Cancellations received after this date will not be accepted and the full conference fee will be forfeited without exception.

- Delegate substitutions are accepted at anytime and must be received in writing to customercare@wsps.ca by **October 24, 2023**.
- If the cancelling delegate is a member of a group registration, the remaining group members may be subject to a higher fee as outlined within the WSPS event fee structure.
- Cancellations and/or substitutions must be made through Customer Care at: customercare@wsps.ca

Terms & Conditions

- Program subject to change without notice. WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event.
- Delegate registrations are accepted on a first-come, first-served basis; online advanced registration is strongly encouraged. If circumstances arise that require capacity to be reduced, any impacted individuals will be notified as soon as possible and be provided with a full refund.
- Where in person capacity limits may restrict the number of patrons allowed in the facility, onsite registration may not be allowed. WSPS Organizers will provide more details regarding this process closer to the event opening.

Health & Safety Measures

Protecting the health and safety of our delegates, speakers, exhibitors, and staff is, and will continue to be, top priority at WSPS. Should any level of government or respective agency impose restrictions or regulations that may impact the event, WSPS Organizers will make every effort to communicate such updates closer to the start of the event.

To register or for more information:

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VOLUME DISCOUNTS

5%	6 - 9 registrations
10%	10 - 15 registrations
15%	16 - 20 registrations
20%	21 or more registrations

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Workplace Safety & Prevention Services™ is the largest health and safety association in Ontario, responsible for more than 174,000 member firms across the agricultural, industrial/manufacturing and service sectors.

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