



## **Health and Wellness Policy**

### **1.0 POLICY**

SaskPower is committed to maintaining a workplace in which safety is part of everything we do and is as important as anything we do. One expression of our commitment to safety is this Health and Wellness Policy.

It is SaskPower policy that all employees are encouraged to manage their well-being by being actively involved in improving and maintaining their personal health and wellness.

### **2.0 PURPOSE**

The purpose of this policy is to encourage personal employee ownership of individual physical, mental, and emotional well-being, through support and the provision of health and wellness related programs. Health and wellness shall be promoted through education, awareness and encouragement of personal ownership.

### **3.0 APPLICATION / EXCEPTIONS**

**This Policy applies to all SaskPower employees and contractors. There are no exceptions to SaskPower's Health and Wellness Policy.**

### **4.0 ROLES AND RESPONSIBILITIES**

#### **4.1 SaskPower shall:**

- Establish health and wellness goals that are aligned with those established by the Health and Wellness Committee.
- Support and encourage employee involvement in health and wellness initiatives.
- Provide communication and training in support of health and wellness goals and objectives.
- Provide input and support to local Health and Wellness Committees.
- Participate in programs and activities and utilize resources provided.
- Maintain records for each of the above.

#### **4.2 Health and Safety shall:**

- Maintain the Health and Wellness policy and standard for SaskPower.
- Develop and distribute health and wellness information and communications.
- Monitor safety performance indicators and communicate trends or priorities to the SaskPower and Local Health and Wellness Committees.
- Support SaskPower in meeting their responsibilities for this Policy by:
  - Assisting in the communication of Health and Wellness initiatives upon request.
  - Assess compliance and performance for this policy via the internal and external audit processes.



**4.3 Corporate Human Resources shall:**

- Participate in the maintenance of Health and Wellness policy and standard for SaskPower.
- Provide support in the implementation of this policy and standards via:
  - Assisting in the communication of Health and Wellness initiatives.
  - Providing expertise from the Return to Work Department and Employee and Family Assistance Program.

## **5.0 DEFINITIONS**

### **5.1 Health**

A state of well-being free from disease.

### **5.2 Wellness**

The condition of good physical and mental health, especially when maintained by proper diet, exercise, and habits.

## **6.0 TRAINING REQUIREMENTS AND MATERIAL**

Training requirements shall be identified and managed in accordance with the Safety Training/Awareness Management Process.

## **7.0 RESOURCES**

The Health and Safety Department will assist each area in complying with this Policy, as requested.

## **8.0 REFERENCES**

- SaskPower (located on SafetyNet)
  - Health and Wellness Standard
  - Health and Wellness Committee Terms of Reference