

MANUAL
PROCEDURES
AND
EMERGENCY RESPONSE
COLE INTERNATIONAL



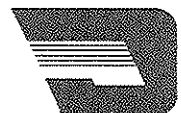


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Introduction

Purpose:

The Cole Group Emergency Response and Procedures manual contains procedures and guidelines for serious accidents, emergencies and disasters involving the welfare of all personnel, the operations within the facility and the machines and equipment located at 104 Commerce Drive, Unit 4, Prescott, Ont. K0E 1T0. These procedures, when practiced, will assist employees in minimizing personal injury and avoid or reduce company losses in the event of an emergency.

Emergencies:

With our office work environment, the exposure to emergencies should be limited. There is always the possibility of a fire or medical emergency as well as an outside threat such as a bomb threat.

These emergencies can develop in spite of an accident prevention program, so pre-planning is essential to minimize confusion and delay in handling these situations.

For Emergency Assistance:

- **During regular business hours**

Immediately notify your supervisor in the event of a worksite emergency. Even, if you're not entirely sure of the potential risk, the emergency must be reported. The supervisor must then notify Mike Seebach, Regional Manager.

- **At other times**

In the case of a serious emergency (one that cannot be controlled by a Cole Group employee), the smoke detector located on the west wall, will notify Falcon Security, and this is monitored 24/7.

Ambulance and fire department services can be obtained by dialing 9-1-1. If an injury or illness requires serious medical attention, contact the ambulance service. There is an emergency call list found on page 5 that will assist you in finding the appropriate contact number.

Name	Title
Carol Dawley	Wardens listed and to be person
Rikie Lockett	Responsible:
Lori-Anne Davies	
Jennier Mills	

Wardens by Department and/or team

This is why it's important to note that all visitors, (non Cole employees) must sign in and out to ensure that they are accounted for during an emergency or building evacuation.

The receptionist will take the visitor sign in binder, located on the reception counter, with them to the Muster area. A warden will ensure that these people are accounted for in their head count.

Wardens will be responsible for safely evacuating employees, contractors and visitors in their department.

Wardens will hold their designation until a change is made. All Wardens will be known to each other and be fully informed of any testing to be done on site that may set off an alarm.

Wardens are responsible to be aware of the personnel in their area. In the event of an evacuation, they will make sure all personnel are accounted for and assembled in their group in Cole's Primary Muster Point, south exit from office on lawn. Wardens will make sure there is someone who can take their place if they are absent from work and this substitute will carry the same responsibilities. All members in the department will be informed of who their Warden and substitutes are and made aware that in an emergency they must stay with their respective group.

Are designated from various departments. Their priority is to ensure that all personnel are safely evacuated to their designated Muster point. This requires a physical check of all rooms, including washrooms and storage rooms and a head count is to be taken at the Muster Point.

Wardens:

2. Emergency Contact numbers and Emergency Personnel (Wardens)



Brockville General Hospital	24 Hour Emergency - 613-345-5649
	Main - 613-345-5649

Nearest Hospital

Agency	Telephone	Additional Information
Police Service	1-888-310-1122	
Medical Services	BGH (613) 345-5649	non emergency ambulance
Fire Department	613-925-2206	non emergency business calls
Electrical Services	Hydro One 1-800-434-1235	trouble calls only - 24 hours
Water Works - Water Trouble	315-393-4450	Landlord - Ed Smith or David Beamish
Health Link/Telehealth Ontario	1-866-797-0000	24/7

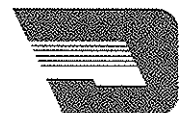
Non Emergency Numbers

Agency	Telephone	Additional Information
Fire Department	911	24/7
Ambulance	911	24/7
Police	911	24/7
Union Gas	1-877-969-0999	24 Hour Emergency
Dangerous goods incidents	Canutec 911 or 613-996-6666	24 Hours
Disaster Services Agency	911	Office Hours
Security System -	613-342-0521	After Hours Falcon Security 24/7
Property Management -	315-393-4450	Ed Smith or David Beamish

Outside Emergency Contact Services, Posted By Exits

Name	Home Phone	Cell Number
Carol Dawley	613-543-3698	613-360-3330
Rikie Lockett	613-925-0836	613-213-0858
Lori-Anne Davies	613-543-3766	613-360-5877
Jennifer Mills	315-713-8220	315-323-7111

After Hour Emergency Call List Order for Cole Staff (complete for your location)





3. First Aid Response Procedures for Minor-Serious Medical Injury or Illness

The Cole Group will provide first aid services and equipment in accordance with the legislative regulations pertaining to our location, work force size, occupation and nature of work.

The OHS (Occupational Health and Safety) code identifies "low hazard work" as clerical or administrative work performed at an administrative site or a worked dispersal site where at least one worker is based and where a worker(s) is required to report to, and be transported to a different work site where other work will be done.

Cole Prescott falls into this "low hazard work" category.

We are also a **close work site**, which means that we are not more than 20 minutes time travel from a health care facility, under normal travel conditions, using the available means of transport.

We currently employ between 1 and 4 workers at our work site, per shift.

Based on Cole being categorized as a close/low hazard site, employing 4 staff, stipulates that the certain first aid requirements must be met.

Employers (Cole's) Responsibilities to First Aid Requirements:

- Ensure that that number of trained first aid attendants meets or exceeds the requirements of Occupational Health and Safety.
- Maintain a record of all trained first aid attendant staff
- Post signs in high traffic areas indicating the location of the first aid station.
- Ensure that first aid services, first aid equipment and supplies are located at the designated first aid station.
- Ensure that first aid equipment and supplies are available and accessible at all times.
- Ensure that first aid equipment and supplies are maintained in a clean, dry and serviceable condition.
- Maintain first aid records.
- If required, provide transportation for injured or ill staff to a health care facility.

Employee's First Aid Responsibility:

Cole's employees must, on suffering an injury or illness, report it to their supervisor immediately.

- Names of our first aiders, including their certificates and training records.
- First aid supply inventories
- Injury and illness records (confidential)
- Procedures for communication, including how to summon help
- Transportation plans for getting injured or ill workers to medical treatment facilities

Various written records are to be maintained as part of our First Aid Plan. The records include:

First Aid Record Keeping

- 1 triangular bandage
- 2 field dressings, 4 inches square or 2 four-inch sterile bandage compresses
- 2 rolls of gauze bandage, 2 inches wide
- 4 sterile gauze pads, 3 inches square
- 12 adhesive dressings individually wrapped
- 1 cards of safety pins
- A current edition of a standard St. John Ambulance First Aid Manual

We must maintain a fully stocked first aid kit for not more than five workers in any one shift, consisting of the following:

First Aid Kit

Signs will be posted at all EXITS advising that the first aid station is located on the north wall of Lunch room beside EXIT door to warehouse and the emergency first aid kit is on the north wall of Lunch room beside EXIT door to warehouse. The names of our appointed first aid staff will be also be indicated.

Posting of First Aid Signs

Standard First Aid: means a person who holds a certificate in Standard First Aid from a training agency (16 hour course).

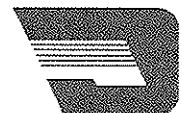
Emergency First Aid: means a person who holds a certificate in Emergency First Aid from a training agency (8 hour course).

We must have staff trained in first aid as follows:
Emergency First Aid Certificate

First Aid Trained Staff



First Aid Record Report Form



Blank forms are maintained on North wall of Lunch room beside EXIT door to

warehouse.

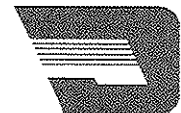
Whenever an employee suffers a workplace injury or illness or if the person goes to a hospital or clinic, it is required to be recorded on a First Aid Record Report form that contains the following information:

- The name of the employee
- The name of the first aid attendant and their qualification (emergency or standard)
- The date and time of the injury or illness
- The date and time the injury or illness was reported
- A description of the injury or illness, where it occurred and the cause
- A description of the first aid provided

First aid report forms must be kept on file for at least three (3) years from the date of the injury or illness.

First Aid Record Report forms may contain information of a personal nature and will be treated as confidential and not made available for public viewing. Completed reports will be forwarded to Carol Dawley. To maintain confidentiality the report is only accessible to:

- The affected employee
- The person giving first aid
- Cole's evaluators of health and safety programs



First Aid Response

As soon as advised, our first aid staff will attend to the injured or ill person in accordance with first aid training. They must first get consent from the victim. In the case of an unconscious victim, it's implied that they would consent to medical aid. Our first aiders should not be reluctant to call for additional assistance if the situation dictates to do so.

A major event like chest pains, breathing difficulty, sudden collapse, major bleeding, cuts that do not stop bleeding with direct pressure or use of pressure points will require immediate medical attention as a rule. Call for an Ambulance for any major event that has the potential of a life and death circumstance.

If 911 is called:

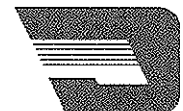
- keep calm
- speak clearly
- answer questions
- state the type of emergency (police, fire ambulance)
- state your name, phone number and extension
- give physical address of where you are
- name, sex, age of victim
- nature of the incident, injuries
- treatment received by the victim so far
- inform EMS that someone will meet them in the parking lot.

Assign ONE person to meet the EMS staff in the parking lot to guide them to the emergency.

A first aid attendant can treat minor injuries in house.

Transportation for injured or ill workers

If required, Cole will provide transportation for injured or ill workers to a health care facility where medical treatment can be provided. Normally a co-worker would be able to drive the person if it's not an emergency situation. In a critical situation where the worker requires immediate attention, 911 is to be called by a first aid attendant. Cole must be updated once the injured or ill worker has been taken care of.



Clinics to be used for work-related injuries

- **To be used for non-emergency injuries**

Brockville General Hospital
75 Charles St., Brockville, Ontario K6V 1S8
Phone Number: 613-345-5649
Days and hours of operation: 24/7

- **To be used for serious injuries**

Brockville General Hospital
75 Charles St., Brockville, Ontario K6V 1S8
Phone number(s): 613-345-5649

Originator: Security Manager Uncontrolled if printed.

Keep this record confidential and retain it for at least 3 years from the reporting date of the injury.

Copy provided to worker () Copy refused () Worker's initials: _____

Description of first aid provided:

First aid attendant qualifications: Standard () Emergency ()

Name of first aid attendant: _____

First aid provided? Yes () No ()

Cause of injury or illness:

Description of where the injury or illness occurred/began:

Full name of injured worker: _____

Date injury/illness reported: _____ Time: _____

Date of injury or illness: _____ Time: _____

A first aid record is required for any first aid treatment provided at Cole, whether it is self administered or provided by one of our certified first aid attendants. Complete all of the required information below and submit it to the Security Manager acting as the (H&S) coordinator. First aid records are confidential and are not to be left in work areas.

First Aid Record



4. Building Evacuation Procedures/Muster Points

On hearing the fire alarm, employees and visitors are to follow these procedures:

Walk to the nearest exit and leave the building. DO NOT GO TO THE WASHROOM – GO STRAIGHT TO THE PRIMARY MUSTER POINT. It is important to note that all employees should carry their vehicle keys with them at all times, especially during the colder months.

Assemble at the Primary Muster Point and have your name checked off.

Remain at the Primary Muster Point and do not return to your work place.

If it's cold, your Warden may permit you to stay warm inside your vehicle if it's in sight of the muster point.

Only return to your workplace once you've been instructed to do so, by the Fire Department or your Warden.

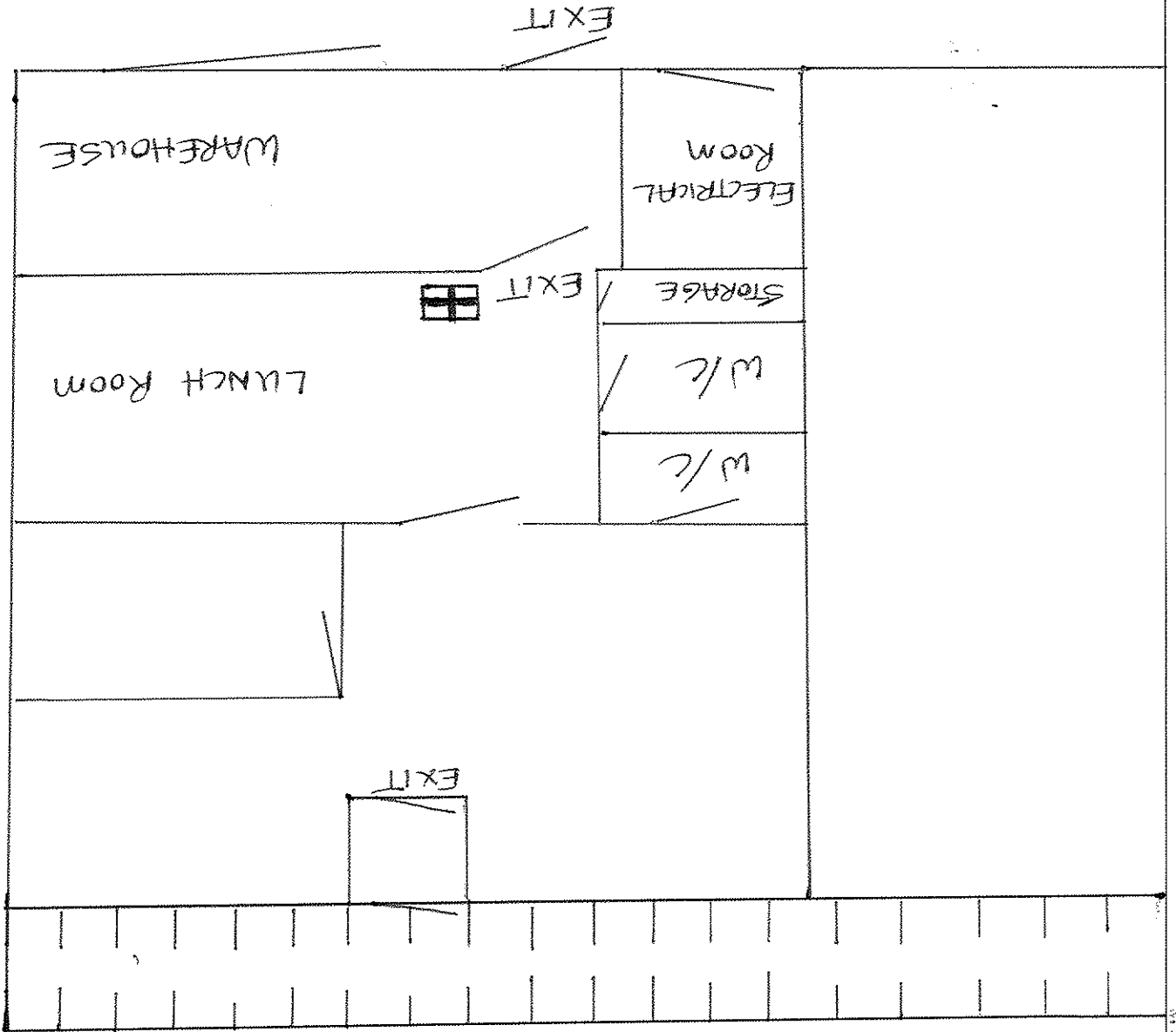
Muster (Evacuation) Point(s):

Primary Muster Point: South side of building, past parking lot, on lawn

If smoke or fire prevents you from evacuating to the south side of the building, evacuees are requested to meet at the Secondary Muster Point.
 Secondary Muster Point: North side of building, past parking lot, on lawn



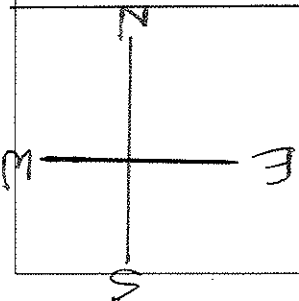
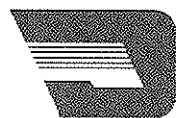
* SECONDARY MUSTER POINT

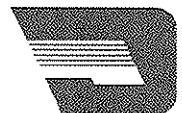


* PRIMARY MUSTER POINT

HIGHWAY #2

5. Office Emergency Layout





6. Basic fire extinguisher handling procedures.

If you discover a fire.

Assist any person in immediate danger if it can be accomplished without risk to yourself. Ask fellow employees to assist you so as not to waste valuable time. In fire situations, every second counts.

Assess the fire situation before attempting to put it out. Determine if the fire is small enough for you to safely extinguish it. See below "Do Not Fight the Fire if" for things to be considered when assessing if the fire can be put out safely.

If the decision is made not to fight the fire call 911. The smoke detector will notify the Security company – Falcon Security. Advise all staff and visitors within the building to evacuate. Any employee who has information regarding the location and type of fire will be required to meet the fire department in the parking lot and provide them with any pertinent information about the fire.

Whenever trying to put out a fire here at work, always remember:
You are not a Fire Fighter. Call 911 and notify all occupants to evacuate the building.

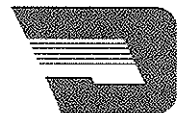
7. Power Outage Procedures

During a power outage, all overhead lighting within the facility will be off.

Whichever Warden is present, will confirm if the power outage is specific to our building, or if it's a general area outage by contacting Hydro One to report the outage and determine a time period.

Normally power outages are short in duration, so staff should be patient and remain at their desks. If it lasts for an extended period of time, then staff may proceed to the Lunch room for further instructions.

Once power has been restored, employees are to resume work as usual.

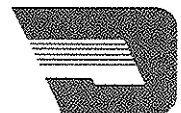


8. Bomb Threat Procedures

During a bomb threat, Cole's first priority will always be the safety of our employees. A bomb threat procedure and call record will be provided to all personnel who are likely to answer Cole's listed phone number. Our receptionist will most likely be the person talking with the caller and will have a copy of the bomb threat call report readily available at reception.

Procedure: In the event of a bomb threat,

1. Remain calm,
2. Note the time of the call and what line the call came in, on the Bomb Threat Record Sheet, (attached)
3. Try to obtain as much information as possible from the caller by following the Bomb Threat Record Sheet.
4. Where possible, do not hang up the telephone following the end of the bomb threat, as it may be possible to trace the call. Leave the incoming call line open and use another line to call 911.
5. Do not create panic by telling other personnel.
6. Advise your *(manager/supervisor)* as soon as possible.
7. Commence a building evacuation procedures to the designated Muster Point meeting area. **This means everyone !**
8. Follow the directions of the police, once they arrive.



Bomb Threat Call Record, Post near Reception Desk for Easy Access

Exact Wording of Threat (use separate sheet if required)

Bomb Threat – Questions to ask

1. When is the bomb going to explode?	
2. Where did you place the bomb?	
3. What does it look like?	
4. What kind of bomb is it?	
5. What will cause it to explode?	
6. Did you place the bomb?	
7. Why did you place the bomb here?	
8. What is your address?	
9. What is your name?	

Caller's Voice Checklist

Calm	Loud	Nasal	Clearing Throat
Angry	Laughter	Stutter	Deep Breathing
Excited	Crying	Lisp	Crackling Voice
Slow	Normal	Raspy	Disguised
Rapid	Distinct	Deep	Accent
Soft	Slurred	Ragged	Familiar

If the voice is familiar, who did it sound like?

Background Sounds Checklist

Street Noises	Music	Factory Mach	Local
Crockery	House Noises	Animal Noises	Long Distance
Voices	Motor	Clear	PA System
Office Mach.	Static		

Other:

Threat Language Checklist

Well Spoken (Educated)	Taped
Foul	Message Read By A Threat Maker
Irrational	Incoherent

Other:

Remarks by the Receiving Person:

Time Of Call:	
Reported Call To:	
Management Position:	
Incoming Line Number:	
Extension Number:	
Date Of Call:	

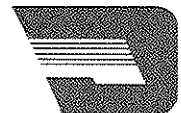
Date of Recording:	
Name of Warden:	
Overall Comments;	
Drill Deficiencies Noted	What Should Have Happened - Recommendations

Comments – Recommendations that could lead to improvements in Cole's Evacuation Plan:

Department	Date/Time of Drill or Evacuation	Total Time Taken to Evacuate and Assemble	Were Visitors and Contractors Involved?

This form is to be used by the department Wardens for recording any planned or unplanned Emergencies and or building evacuation drills for improvements. During the emergency or evacuation drill, observe and assess your department for improvements in performance and/or revisions to our current building evacuation procedures.

9. Planned – Unplanned Emergency/Evacuation Drill Report



* A copy should be sent to the Security Manager at Corporate Office

Signature:		Date:
Name:		Position:
Suggested Revision: (Attach additional pages, if necessary):		
Section Heading:		
Page #:		

I suggest the following revision (insertion, deletion or change of wording) to The Cole Group's Emergency Response and Procedures Manual.

Attention: Carol Dawley
c/o Cole International
104 Commerce Drive, Unit 4
Prescott, Ont. K0E 1T0
Phone: 613-925-1403
Fax: 613-925-3848

The Cole Group Inc welcomes suggestions for this manual. To request a revision, please fill out this form and submit to:

10. Emergency Response and Procedures Manual Revision

