

OCCUPATIONAL HEALTH AND SAFETY ACTION PLAN

Effective Date: May 12, 2026



1. Objective and scope of the action plan

This action plan aims to eliminate at the source the dangers to the health, safety and physical and psychological integrity of workers, who, according to [the Act respecting occupational health and safety](#), are persons who, under an employment contract or an apprenticeship contract, even without remuneration, perform work for ACRE.¹ It is one of the prevention management tools provided for in [the Act respecting occupational health and safety](#). The action plan allows ACRE to organize prevention in the workplace. This tool allows the following:

- Identify identified risks
- Plan preventive measures to be put in place and monitor them
- Implement risk control measures
- Communicate and inform workers about the risks present and the measures put in place to protect them

This document covers all activities carried out as part of ACRE's work and with the authorization of ACRE, whether sedentary in the home office or in the field, primarily on ACRE-managed properties in the municipalities of Chelsea, La Pêche and Pontiac. Both types of activities present associated risks, identified and classified by risk type, and described below.

2. Identification of risks and prevention and control measures

The board of directors is responsible for all prevention and control measures listed in the table below. The table was colour-coded to indicate the level of risk (red for high risk, yellow for medium risk, and green for low risk).

¹ The exception applies to persons employed as managers, superintendents, foremen or representatives of the employer in its dealings with workers, as well as directors or officers of a legal person, unless a person acts in that capacity with respect to his or her employer after having been designated by the workers or by a certified association.

IDENTIFIER					PREVENTION AND CONTROL MEASURES		
Type of work	RISKS	Description	Priority			Means of prevention	Deadline
			1	2	3		
On the ground	Encounter with large animals - low risk	Workers doing field activities may encounter bears or other large animals. These encounters pose a risk of serious injury or hazardous health and safety situations.	x			- Carry out the activities in a group if possible. - Train workers on how to behave when encountering large animals. - Make a repellent spray easily accessible to workers who need it.	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Gets Lyme disease – medium risk	Workers can be exposed to ticks that carry the bacteria that cause Lyme disease. The bite of an infected tick can cause a variety of symptoms, ranging from a rash and fatigue to joint, neurological or heart pain in more severe cases. The risk is particularly high in wooded areas, tall grass or scrub, where ticks are present.	x			- Train workers on the prevention of tick-borne diseases (for example, the importance of covering clothing) and signs of tick-borne diseases. - Make repellent products and a first aid kit available to workers who need them.	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Bites by other insects - low risk	Workers can be bitten by various insects (bees, wasps, mosquitoes, flies, ants, etc.). These bites can cause: - Mild local reactions (redness, pain, itching) - Severe allergic reactions (anaphylactic shock) in some sensitive people The risk is higher in wooded areas, tall grass, gardens and wetlands, where these insects are common.		x		- Make repellent products and a first aid kit available to workers who need them.	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Contact with poisonous plants - medium risk	Workers can come into contact with poisonous plants, such as poison ivy and wild parsnips. This contact can cause: • Skin irritations, itching and local rashes • More serious allergic reactions in some sensitive people The risk is particularly high in wooded areas, scrub and tall grass where these plants are present.	x			- Train staff and volunteers on the recognition of poisonous plants and precautionary measures. - Make a first aid kit accessible to workers who need it.	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Contact with other allergens - medium risk	Workers may be exposed to other allergens. This contact can cause: • Mild allergic reactions (itching, redness, sneezing, eye irritation) • More severe reactions in some sensitive people, which can lead to anaphylactic shock			x	- Make a first aid kit accessible to workers who need it.	August 2026, thereafter, annually or upon the introduction of new work, if necessary

On the ground	Exposure to cold or hot temperatures and extreme weather - medium risk	Workers may be exposed to extreme temperatures or harsh weather conditions (intense heat, cold, rain, snow). These conditions can cause heat stroke, hypothermia, dehydration, or other temperature-related problems.		×	<ul style="list-style-type: none"> - Do not work during extreme weather events. - Send a reminder regarding appropriate clothing for weather conditions and the availability of a water bottle in the event of extreme heat. - Train workers on the signs of discomfort related to extreme temperatures and on CNESST instructions, as needed. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Exposure to equipment noise - low risk	Workers may be exposed to high noise levels from equipment, such as chainsaws and brush cutters, which can cause hearing loss or temporary hearing impairment.		×	<ul style="list-style-type: none"> - Maintain ACRE-owned tools and equipment in good condition - Train workers on the importance of using hearing protectors, as necessary. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Equipment Vibration - low risk	Workers can be exposed to vibrations from power tools, such as chainsaws and brush cutters, which can cause musculoskeletal or vascular disorders (hands, arms, back).		×	<ul style="list-style-type: none"> - Maintain ACRE-owned tools and equipment in good condition. - Train workers on the proper use of equipment and ergonomics, as needed. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Exposure to light (infrared, visible, ultraviolet) - high risk	Workers can be exposed to sunlight (UV, visible, IR), which can cause sunburn, eye damage, premature skin aging or other radiation-related problems.		×	<ul style="list-style-type: none"> - Make sunscreen accessible to workers who need it. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Injuries during the use of equipment and tools - medium risk	Workers can be injured when using hand tools (for example, saws or shovels) or electrical/motorized equipment (for example, chainsaws and brush cutters).	×		<ul style="list-style-type: none"> - Make personal protective equipment accessible to workers who need it. - Maintain ACRE-owned tools and equipment in good condition. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
At home	Awkward or static postures associated with prolonged computer use - low risk	Workers, including new hires, may adopt awkward postures or maintain prolonged static effort when working at the computer. These situations can lead to discomfort, fatigue, and increase the risk of musculoskeletal disorders (MSDs).		×	<ul style="list-style-type: none"> - Remind people of the importance of breaks and micro-breaks. - Promote, where possible, the variation of working methods between working from home and work in the field in order to reduce ergonomic constraints. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Overexertion - low risk	Workers can be exposed to excessive stress when lifting or using tools, increasing the risk of injury and MSDs.		×	<ul style="list-style-type: none"> - Reduce excessive efforts. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
At home	Social isolation - low risk	Working remotely in a small team can lead to feelings of isolation, reduced social support, and affect workers' psychological health.		×	<ul style="list-style-type: none"> - Set up regular team meetings (virtual or face-to-face). - Encourage group work when possible. - Vary the ways of working (teleworking and work in the field or in person), when possible. - Maintain clear and accessible communication channels (email, messaging, meetings). 	Constantly

At home and on the pitch	Violence and psychological or physical harassment - low risk	Workers may be exposed to situations of violence or harassment, which can affect their psychological health and safety.		×	<ul style="list-style-type: none"> - Adopt and disseminate a policy for the prevention of violence and harassment - Verify the application of the prevention policy 	August 2026, thereafter, annually or upon the introduction of new work, if necessary
On the ground	Falls on the same level - low risk	Movement on terrain, trails, uneven, slippery or cluttered surfaces (roots, rocks, mud, snow, leaves, debris) can lead to falls on the same level and cause injury.		×	<ul style="list-style-type: none"> - Keep trails clear when possible. - Plan activities to avoid hazardous or unstable surfaces. - Adapt tasks to field and weather conditions. 	August 2026, thereafter, annually or upon the introduction of new work, if necessary

3. Organization of prevention

3.1. Responsibilities

Board of Directors:

- Implement and maintain the action plan
- Provide the necessary resources (equipment and information).
- Follow up on accidents and incidents.
- Appoint the Health and Safety Liaison Officer for Health and Safety

Workers:

- Respect the preventive measures and safety instructions.
- Report any hazardous situations or accidents/incidents.
- Participate in safety training and updates.

Health and Safety Liaison:

- Cooperate with the Board of Directors.
- Collaborate in the development and implementation of the action plan or prevention program by sending written recommendations to the employer
- File a complaint with the CNESST in the following situations:
 - for a dangerous or risky occupational health and safety situation
 - if the employer has not acted on one of the employer's written recommendations within 30 days

3.2. Training and Awareness

- Recurrent training for workers, as needed.
- Specific training for the specific job (activity-based) as needed.

3.3. Incident and Event Management

- The information is sent to acre@videotron.ca. In the event of an emergency, it is best to call the phone number displayed on [our website](#) to report a dangerous situation, accident, or incident.
- The Board of Directors follows up on incidents and accidents: documents the facts, investigates the causes and implements corrective measures to prevent them from happening again.
- For lost or injured people on ACRE properties - Sauvetage Bénévole Outaouais – Ottawa Volunteer Search and Rescue (SBO-OVSAR) is a federally incorporated, charitable, volunteer-based search and rescue organization serving the Outaouais

and Eastern Ontario regions. They can be reached through 911, local police or directly at 613-627-3440 or 819-881-3440.

3.4. Personal protective equipment and equipment

Personal protective equipment (PPE) helps control the hazard(s) to which workers are exposed by reducing their exposure to those hazards. Personal protective equipment should be used as a last resort, when hazards cannot be eliminated at the source.

Personal protective equipment available for working with chainsaws and brush cutters:

- Two helmets with visor and hearing protectors
- A pair of rubber boots with metal toe, size 10 M
- Protective pants

Other equipment can be purchased if required.

4. Monitoring and updating

This action plan is reviewed every two years, in the event of a significant change in the work performed or as a result of an incident or accident.