

Stop. Think. Act. 24/7.

GENERAL ORIENTATION

Welcome to the team. You are joining a company built on precision, expertise, and a zero-compromise approach to safety.



Group Ltd
www.ovsgroup.com

1. Company History



Est. 1976 >

A family-owned and locally operated business since 1976.

Southern Alberta's top choice for Demolition and Excavation Contractors.

Specializing in Section 34 Demolition, Excavation, Backfill, and Asbestos Removal Services.

2026: 50th Anniversary >

**We Love
Breaking
Things.**

THE ROADMAP

To ensure we complete projects safely and professionally, this orientation covers the following 10 critical modules:



The Framework: Policies & Rules

2. THE POLICY (The Commitment)

Health & Safety Policies.

Ovis is committed to maintaining a safe work environment for every team member, client, and the public.

This is our promise to you.

3. THE RULES (The Requirement)

Company Rules.

These are the non-negotiables. Compliance is mandatory for employment.

We have the tools and the professional team to finish projects, but only if we follow the rules.

Safety is not a suggestion. It is the condition of employment.

5. Rights and Responsibilities

Safety is a Two-Way Street.

- Right to Know (about hazards)
- Right to Participate (in safety)
- Right to Refuse (unsafe work)



RESPONSIBILITIES
(What You Give)

- Report hazards immediately
- Follow the Ovis code
- Ensure the team goes home safe

6. Hazard Assessments



PHASE: THINK



Think before you start.

Every job starts with a pause. Before tools are lifted or equipment is started, we assess the site.

1. Identify the risks
(Debris, deep excavation, hazardous materials).

2. Control the environment.

3. Document the plan.

Ovis specializes in in-fill house markets and Section 34 34 Demolition. Site-specific assessment is critical.

7. Behavior Based Observations

We Watch Out For Each Other.



OBSERVE

Watch your team members work. Be aware of your surroundings.



CORRECT

If you see something unsafe, speak up immediately. It's not about snitching; it's about survival.



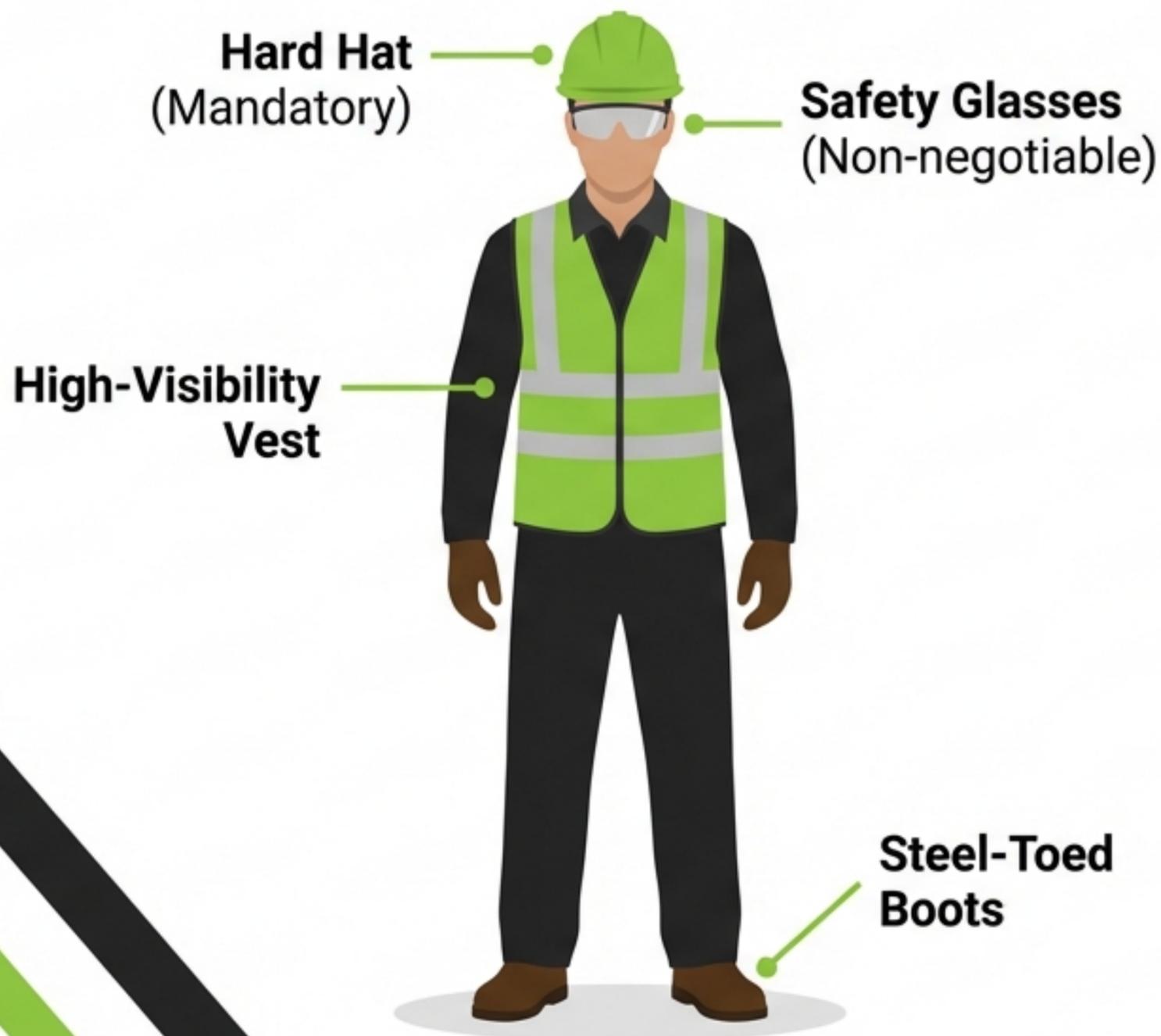
REINFORCE

If you see safe work, acknowledge it. Build the culture.

An open culture prevents accidents before they happen.

8. Personal Protective Equipment

PHASE: ACT



Your Armor.

PPE is your last line of defense against site hazards. Never start a task without the right protection.

NOTE: Asbestos Removal requires specialized respiratory gear.

9. W.H.M.I.S / GHS

Know What You Are Handling.



Ovis provides Asbestos Removal Services. We frequently encounter hazardous materials during demolition.

- Recognize the GHS symbols.
- Read the Safety Data Sheets (SDS) before handling.
- If a container is unlabeled or suspicious, STOP and ask a supervisor.

PHASE: **ACT**

4. Emergency Response

Preparation Prevents Panic.

1. **STOP** work immediately.
2. **SOUND** the alarm.
3. **EVACUATE** to the designated Muster Point.
4. **DO NOT RE-ENTER** until the 'All Clear' is given.



ACTION ITEM: Know the Muster Point location BEFORE you start your shift.

10. Incident Protocol

D-DIN Bold #222222

Closing the Loop.

D-DIN Bold #222222



Reporting leads to improvement, not punishment.
It helps us protect the next shift.

PHASE: ACT

D-DIN Bold # NotebookLM



READY TO WORK.

You are now part of the Ovis legacy. We have been Southern Alberta's top choice because we are professionals who respect the job.

WE LOVE BREAKING THINGS.

Let's do it safely so we can celebrate another 50 years.

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