

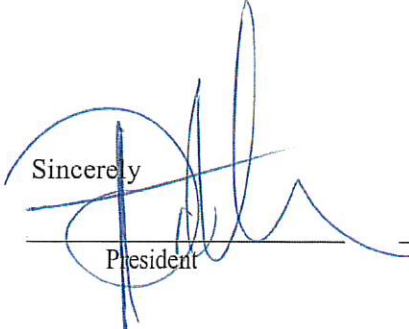


THE PRESIDENT 'S MESSAGE  
RETURN TO WORK  
Policy Statement


*It is the policy of the Viana Roofing & Sheet Metal Limited to provide an effective, meaningful and practical rapid return-to-work program to employees who are injured on the job.*


It is well documented that injuries can affect the whole body and it is therefore necessary to provide a concept of effective rehabilitation and treatment and such treatment includes keeping physically and mentally active within the restrictions of the particular injury.

**Our vision is the success of every employee's recovery from injury and every reasonable effort shall be taken to provide our employees with opportunity to meaningful employment.**

Sincerely  
  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Co-chair Employee

  
\_\_\_\_\_  
Vice-President

<b>Reviewed &amp; Approved by</b> Mr. Martin DaCosta (V.P) 	<b>Date of Issue:</b> Jan 2018 (COR Rev.1.0)
<b>Title:</b> return to Work President's Policy Statement	<b>Review/ Revised Date:</b> Jan 1, 2020
<b>Location:</b> all facilities	<b>Document to be post:</b> YES