

SAFETY ALERT



The 1 Solution to keep your people safe and grow an excellent business.

Warnings Aren't Enough: The Enforcement Gap That Puts Workers — and Your Business — at Risk

Across industries—roofing, HVAC, manufacturing, construction—serious incidents continue to occur not because companies lack policies, but because **safety rules are not consistently enforced**.

Even the best safety program fails without **disciplined**, caring enforcement.

This alert outlines why enforcement is **required**, what's at **stake**, and how it **protects** both your workers and your business.

Enforcement = Care

Consistent enforcement is not about punishment. It is one of the strongest signs that an employer cares about their people.

It shows workers that their safety **matters**, shortcuts **won't** be **ignored**, and leadership is **committed** to sending them home safe every day. Workers see enforcement as **protection** when it's done consistently and with respect.

The Hard Reality: Repeated Warnings Are Not Enough

Many leaders say:

"We told them... we reminded them... we told them until we were blue in the face. What more could we do?"

The answer: Discipline.

Without **meaningful**, documented **follow-through**, warnings alone offer no legal **defense** after an incident.

Regulators Are Clear: No Enforcement = No Due Diligence

Former Ministry of Labour prosecutor Cheryl A. Edwards stated:

*"Even if all other elements of a due diligence defense can be demonstrated, lack of ongoing **enforcement** will be treated as a lack of complete due diligence — and the defense will fail on this ground."*

In the U.S. and Canada, if rules aren't **enforced**, the company is considered **non-compliant**—regardless of policies, training, or equipment.

The Stick: Legal, Financial & Operational Consequences

A lack of enforcement often leads to:

- **Serious** injuries and fatalities

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- WCB/OSHA **penalties**
- Criminal negligence **exposure**
- Insurance claim **denials**
- **Rising** premiums
- **Stop-work orders**
- **Loss** of contracts and reputation

Investigators always ask: “Were the rules enforced consistently?” If not, the organization is **exposed**.

The Carrot: Strong Enforcement Builds Strong Companies. Consistent and fair enforcement leads to:

- **Fewer** incidents
- Higher worker **confidence**
- Better **productivity**
- **Lower** insurance costs
- Stronger client **trust**
- A **defensible** safety culture

Enforcement **strengthens** both your workforce and your business.

What Employers Should Do Now

- Reaffirm enforcement **expectations** with supervisors
- Apply **discipline** consistently and respectfully
- **Document** corrective actions every time
- Ensure disciplinary policies are **clear and communicated**
- Use systems (e.g., the 1Life Safety App) to **track** actions and **follow-through**

Key Takeaway

A strong enforcement environment is a caring environment. It **protects** workers, **strengthens** your business, and **secures** your due-diligence defense.

Your workers are counting on you to hold the line. Regulators expect it. Your business depends on it.

For access to over **300 SWP templates**, ask use about the **Resource Library** included with the **1Life Safety Management App**. www.1LifeSoftware.com

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