

5. Health and safety

General obligations

- 5.1 The GTAA is committed to maintaining a strong safety culture across the Airport, and to applying best industry practices in health and safety protection, aligned with international aviation standards and regulatory requirements.
- 5.2 Airport Users must protect the health and safety of every person at the Airport, including workers, visitors, and members of the public, in compliance with the [Canada Labour Code](#) or the [Ontario Occupational Health and Safety Act](#), as applicable.
- 5.3 Airport Users are responsible for providing their employees with training, safety materials, equipment, devices, and clothing as required by the [Canada Labour Code](#), the [Ontario Occupational Health and Safety Act](#), or any other health and safety laws, as applicable.
- 5.4 The GTAA reserves the right to issue guidance, plans, programs, policies, procedures, directives, advisories, notices, standards, protocols, and recommended practices related to the achievement of a healthy and safe Airport environment and workplace for Passengers and employees.
- 5.5 Airport Users must align their policies, procedures, and practices with the GTAA's health and safety standards, and safety reporting requirements, and provide the required level of awareness and training to their employees, agents, and sub-contractors.

Airside requirements

- 5.6 Airport Users must provide and enforce the use of Personal Protective Equipment (PPE) to all their employees, regardless of their employment status (i.e., active, full-time, part-time, or on probation) as long as they are working Airside. Prescribed safety PPE must include a safety vest, safety shoes, and hearing protection.
- 5.7 Airport Users must also provide the necessary training to ensure that all employees are aware of potential hazards while working Airside, in line with GTAA codes, standards, manuals, and recommended practices.
- 5.8 Airport Users must comply with and enforce the PPE requirements. Violations will result in corrective actions required by the employee and employer and could result in the confiscation of the offending employee's Restricted Area Identity Card ("RAIC") or any other measure the GTAA deems fit. The GTAA may conduct an audit of any Airport User's compliance and enforcement of the PPE requirements, and Airport Users must comply with any mandatory actions resulting from such audit.

Training and awareness

- 5.9 The GTAA requires new, existing, returning, or RAIC-holder Airport transfer employees to complete the Health & Safety Awareness mandatory course, which can be accessed through the [GTAA's Airport Security and Safety Awareness webpage](#).
- 5.10 The GTAA organizes safety forums such as the Toronto Pearson Leadership Safety Forum and the Toronto Pearson Workers Safety Forum where Airport Users can discuss safety issues with an aim to continuously improve safety for all Airport Users. While not required, participation is strongly recommended as the GTAA values the feedback received from these safety forums and considers all recommendations and improvements put forward with respect to GTAA's health and safety practices.