Ergonomics Fact Sheet

Ergonomics is becoming a prominent safety issue that is costing employers billions of dollars annually—both in direct and indirect costs. In order to tackle this issue, it is important that we understand what ergonomics is and how it affects Canadian Tire stores. It is important for you to be aware of the program that is being developed for Canadian Tire should you be asked during a visit by an H&S inspector.

What is Ergonomics?
- The study of the fit between the work environment (i.e., procedures & equipment) and workers.
- The objective is to prevent workplace injuries by controlling risk factors such as fixed/awkward postures, vibration, repetitive motion and unnecessary force or strain put on the muscles and tendons.

What are Musculoskeletal Disorders (MSD)?
- Umbrella term used to describe ergonomic-related injuries such as sprains & strains, repetitive strain injury and musculoskeletal injuries.
- Painful & degenerative injuries that affect every aspect of a worker’s life (physical, psychological, mental).
- The leading cause of work related lost time injuries.
- Contributes to a loss in productivity, reduced morale and quality of work.

How does the issue of Ergonomics and MSD affect Canadian Tire stores?
- According to the Occupational H&S Act, employers are responsible for informing employees of ergonomic hazards and implementing control measures to prevent ergonomic related injuries to occur. This includes ergonomic hazards.
- H&S inspectors across Canada are targeting workplaces to see what employers have in place in terms of an ergonomics prevention program. We need to develop an ergonomic prevention program for Canadian Tire on behalf of all stores.
- Canadian Tire store injury statistics for 2007 show that the leading cause of lost time injuries is related to MSD. Lost time injuries negatively affect your employee’s productivity, store morale and yourWorkers Compensation rate. The subsequent list breaks down lost time at Canadian Tire for 2007 as it relates to MSD:

<table>
<thead>
<tr>
<th>Cause of LT injury:</th>
<th>% of LT Claims</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifting/lowering</td>
<td>28%</td>
</tr>
<tr>
<td>Pulling</td>
<td>8%</td>
</tr>
<tr>
<td>Carrying/holding</td>
<td>4%</td>
</tr>
<tr>
<td>Bending</td>
<td>2%</td>
</tr>
<tr>
<td>Pushing</td>
<td>2%</td>
</tr>
<tr>
<td>Reaching/Overhead</td>
<td>2%</td>
</tr>
<tr>
<td>Repetitive movement</td>
<td>1%</td>
</tr>
</tbody>
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Work Underway to develop an Ergonomics Program at Canadian Tire:
- In depth analysis to understand root causes of MSD at Canadian Tire:
  - Evaluate current CT injury statistics related to MSD
  - Review existing ergonomic assessments completed by third party providers for stores
  - Obtain subject matter expertise from an ergonomist to conduct further ergonomics assessment on various CT store layouts on behalf of all stores on the program.
- Establish tools to target and prevent MSD at Canadian Tire stores:
  - Training, Personal Protective Equipment, Best Practices
- Identify opportunities to address MSD related injuries with Corporation in the design and layout of the store.