

## Compliance Statement

### OVERVIEW

<b>Section</b>	Board of Directors Policy Manual
<b>Area</b>	Governance
<b>Title</b>	Compliance Statement

<b>POLICY STATEMENT</b>	The compliance statement is created to ensure Circle of Care and its' Board of Directors use ethical business practices and comply with applicable laws, regulations and policies.
-------------------------	--

### POLICY

<b>SCOPE</b>	Members of the Board of Directors
--------------	-----------------------------------

<b>DEFINITIONS</b>	Not Applicable
--------------------	----------------

<b>PROCEDURES</b>	<p>Circle of Care is committed to ethical business practice and compliance with applicable laws, regulations and policies governing agency operations. These include but are not limited to:</p> <ul style="list-style-type: none"> <li>▶ Canadian Customs and Revenue Agency – All applicable Acts</li> <li>▶ Canada and Income Tax Act, Ontario</li> <li>▶ Employment Standards Act</li> <li>▶ Environmental Protection Act</li> <li>▶ Freedom of Information and Protection of Privacy Act</li> <li>▶ Homemakers Nurses Service Act</li> <li>▶ Human Rights Code</li> <li>▶ Income Tax Act</li> <li>▶ Labour Relations Act</li> <li>▶ Long Term Care Act</li> <li>▶ Occupational health and Safety Act</li> <li>▶ Pay Equity Act</li> <li>▶ Pensions Benefits Act</li> <li>▶ Personal Health Information Protection Act</li> <li>▶ Personal Information Protection and Electronic Documents Act</li> <li>▶ Regulated Health Professional Acts</li> </ul>
-------------------	---

<b>COMPLIANCE</b>	Compliance will be monitored by the Finance & Audit Committee
-------------------	---

<b>RELATED POLICIES</b>	Not Applicable
-------------------------	----------------

<b>RESOURCES</b>	Not Applicable
------------------	----------------

<b>REVISION LOG</b>	Not Applicable
---------------------	----------------

<b>Last Revision Approved By:</b> CEO	<b>Review Period:</b> 2 Years	<b>Review Responsibility:</b> CEO
--	----------------------------------	--------------------------------------