



CNESST is an organization mandated by the Quebec government to protect the rights and obligations of employers and workers in the workplace. The organization ensures compliance with the rules and standards of occupational equity, health and safety.

#### The Agency Licence

The personnel placement agency is required to obtain accreditation from the CNESST in the form of a numbered and validated operating permit. This permit is accompanied by a certificate that guarantees the fulfillment of certain obligations towards the employees.

In order to obtain this permit, the agency must comply with certain requirements, such as

Proof of proper registration of the business with a number (NEQ) assigned by the Quebec government

Production of a certificate of compliance from Revenu Québec indicating that the company is up to date with the payment of its taxes and other deductions

The absence of a judicial record or bankruptcy of the business

The identity of each of the company's directors and owners

In addition, through its accreditation, the agency must respect the CNESST standards in force for its employees, namely

**Joint and several liability:** Canam Drivers is responsible for the payment of all sums owed to workers under their contract.

**Prohibition of wage disparity:** Canam Drivers is obliged to pay the same hourly rate as that given to the company's personnel who perform the same tasks in the same establishment.

**Training costs:** Canam Drivers cannot charge a worker for training.

**Pay equity:** Canam Drivers is obliged to respect pay equity. This means that the agency must identify and compare the predominantly female and male job categories, and then correct any wage gaps.

**Occupational health and safety:** Canam Drivers is obliged to ensure, together with its clients, the protection of the health, safety and physical integrity of its workers by putting in place good practices and constructive measures to prevent hazards.