



Safety Scene

Quarterly Newsletter



Inside this edition: Toolbox Talk - Working In Wilderness





The Actsafe Entertainment Safety Conference is coming up next month, February 26–27!

Register today for as little as \$0 to virtually join us for the fifth annual conference where you will get to network with attendees from around the world, learn from the experts in 16 sessions, and visit our virtual tradeshow floor!

REGISTER

Sessions at a glance:

- Calltime: Mental Health a caring approach to substance abuse and addiction in the motion picture industry
- Lessons Learned How COVID-19 Safety Policies impacted production in B.C.
- Fly System Ergonomics
- Due Diligence and COVID
- Is it a brain injury? Responding to a concussion when it happens
- Breaking Up Is Hard to Do: Contract Language About Cancellation

More incredible sessions to be announced soon so stay tuned!

CONFERENCE WEBSITE

With thanks to our gold sponsor:



Would you like to sponsor the conference? Visit actsafeconference.ca/sponsor

A Message From Actsafe



Happy New Year everyone. I wish and hope for a better 2021. Last year was a tough year for both our organization, and the arts and entertainment industries. We are still in the middle of the COVID-19 pandemic and 2020 has reminded us to be prepared for biological hazards (biohazards). The intriguing thing about biohazards is that the sources are widespread including viruses, bacteria, plants, animals, birds, and humans. Therefore, it is very important for us to focus on how our safety plans are drafted to ensure proper assessment and control of these biohazards.

This edition of Safety Scene focuses on various biohazards including COVID-19. There is an article on how biohazards like COVID-19 affects the coordination of intimacy scenes and an article on protecting workers from cleaners and disinfectants. You can also read about how we have adapted and helped our arts community during the pandemic.

I also want to take this opportunity to invite you all to our fifth annual Actsafe Entertainment Safety Conference happening virtually on Feb 26th and 27th. With the pandemic creating difficulties for our industry members, we wanted to support you all by opening it up with a Pay What You Can method with fees as low as \$0. I hope you all take advantage of this opportunity to network and learn together. I also want to encourage you all to submit your nominations for the Actsafe Safety in Entertainment Awards which recognizes the great effort that you all put into safeguarding your workplace and workers.

Be safe everyone.

Manu Nellutla, CCPE, CPHSA.

Executive Director, Actsafe Safety Association



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Biological Hazards in the Arts and **Entertainment Industries**

Cheryl Peters, PhD (Co-Principal Investigator, CAREX Canada)



Shelby Fenton, MPH (Research Associate, CAREX Canada)



rior to 2020, biological hazards (also commonly known as 'biohazards') were typically thought of as a risk for individuals working in health care, laboratories, food services, and sanitation. Biological hazards in these settings have well recognized policies and procedures to ensure workers' health and safety. Now that we are in the midst of a global COVID-19 pandemic, biological hazards are now top-of-mind in all workplaces, including the arts and entertainment industries.

Biological hazards are defined as living organisms that pose a risk of infection or disease. The most common examples are bacteria, viruses, fungi, and parasites. Unpleasant substances like blood, body

fluids, and sewage are also considered to be biological hazards but, where possible, productions typically elect to use the less hazardous, artificial theatrical substitutes on set. Outdoor scenes and productions can also expose workers to various biological hazards such as zoonotic diseases, insect stings or bites, poisonous plants, and venomous animals.

Everyday elements of the arts and entertainment industries can contribute to the indirect or direct spread of bacteria and viruses – these relate to people and equipment. Biological hazards can be indirectly spread via an intermediate object such as costumes, wigs, and other props. Make-up and hair tools are also shared or used on multiple individuals. If these items are frequently shared between individuals without adequate disinfection, this may increase the risk of transmission.



In terms of direct contact, there can be frequent interaction among actors and musicians during rehearsal and live performances. Support personnel also have frequent close contact with others backstage or other set locations. These situations can lead to direct contact with infectious droplets or airborne particles expelled during talking, sneezing, or coughing. Transmission may also occur while singing and playing musical instruments, particularly wind instruments. Additionally, a large crew or other aspects of larger productions (e.g., on-set catering, buffetstyle) may increase the likelihood of direct or indirect events spreading biological hazards.

Fortunately, everyone should now be able to recite the various important precautions that one can take to stop the spread of COVID-19 – practice social and physical distancing, wear a mask, and clean your hands! WorkSafeBC has also outlined COVID-19 protocols for the performing arts to help employers return to operation. The protocols provide guidance on venues, performers, production and back of house, patrons and front of house, and recording studios and office environments.

Measures to reduce the spread of COVID-19 may also help prevent the spread of other biological hazards (like colds and the flu) but a detailed hazard identification, assessment, and control process should be conducted by

a qualified professional for every workplace (and for each location and environment) and specific job tasks to reduce the risk of disease. It is also important to consider actual and potential biological hazards, as many biological hazards are microscopic, and it is easy to forget the hazards that cannot be seen by the naked eye.

Everyone is eager for the arts and entertainment industries to return to normal, including the artists and all others who work in the industry, and society at large who miss live performance and enjoying their favorite shows and films. Some success has been achieved during the pandemic with cast and crews quarantining before filming, though this approach is only as strong as its weakest link.

It is also important to limit the number of cast and crew members on set at any one time where possible, and many productions have come up with some creative new artistic directions in their writing to support this. This is easier to do in some formats than others; for example, many late-night shows moved to a virtual format in the spring and summer that allowed for physical distancing of cast and crew, in many cases having them in separate locations. Now that some are back in studio, there are no audiences present to reduce crowding. Of course, these solutions won't work for every type of production and live performance in particular will be impacted until widespread vaccination occurs and/or community spread has ceased. An openness to learning lessons from the current pandemic will be key to keeping people healthy in all workplaces in the future.





Protecting workers from the increased use of disinfectants, cleaners, and sanitizers during COVID-19

- WorkSafeBC

WORK SAFE BC

leaning and disinfecting surfaces plays an important part in reducing the spread of COVID-19. In the arts and entertainment industries, surfaces can include cameras, rigging equipment, costumes, and props. Workers who use cleaning products may risk chemical exposure that can cause injury.

Many cleaning disinfectants contain chemicals that are dangerous if not used as directed. Workers should be knowledgeable of the different types of cleaners available to them. Product preparation will vary depending on ingredients, what it's used for, and how it's applied. It's important to know which cleaner to use for what purpose and how to use the product in a safe manner. This can be even more problematic when using concentrated solutions.

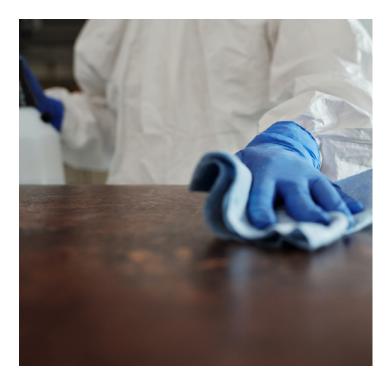
Workers can be exposed to hazardous chemicals if they are using inappropriate products or if the products are prepared or applied incorrectly. For example, the products

may not be diluted properly. This may be applied to using aerosolizing methods (spraying or fogging) that are not suitable for the product. In some cases, residues left on surfaces can cause skin irritation.

Keeping workers safe when using hazardous chemicals in the workplace.

If workers use chemicals to clean with, employers must assess the risks or dangers of using the specific chemicals. Employers must also take steps to control the risks to acceptable levels. This is achievable through regular inspections and safe work practices. As part of your cleaning plans, employers must do the following:

- Develop written procedures for the dilution and application of cleaning and disinfectant products. Written procedures should be clear on how to dilute, prepare, and apply the product safely. They should also specify the type of personal protective equipment (PPE) to use and what to do in an emergency
- Train workers on how to store and handle chemicals and clean up leaks and spills.
 Be sure to convey information on the hazards of the products they are using.



 Provide workers with the PPE needed to safely prepare and apply the product.
 In most cases, workers should use eye and skin protection when working with chemicals.

See <u>The BC Motion Picture Industry's COVID-19</u>
<u>Pandemic Production Guide</u> to learn more.

Also, see <u>Part 5</u> of the Occupational Health and Safety Regulation.

To reduce risks associated with hazardous chemicals, follow these procedures:

- Avoid products that contain more hazardous ingredients. Instead, select those that cause less severe health effects. Health Canada <u>lists hard surface</u> <u>disinfectants</u> appropriate for this use.
- Choose products that are prediluted or use disinfectant wipes. Read manufacturer's instructions and product labels to determine the required strength. Avoid using a stronger solution than the manufacturer recommends. A stronger solution may be more hazardous to workers and may not be any more effective.
- Use spray (aerosolization) methods only if you have conducted a risk assessment.
 Ensure the worker can apply the product following the manufacturer's instructions.

- Label decanted products with the product identifier and safe handling information. If applicable, include the expiry date and reference the safety data sheet.
- Provide emergency washing facilities for workers who are diluting concentrated products. This is particularly important for products that can burn the skin or eyes.
- Never mix disinfectants with cleaners, other disinfectants, or other chemicals.
- Store these products in well-ventilated areas. Incompatible chemicals should not be stored together.

Whether in a studio, on location, or in a postproduction facility, it's important that workers know how to work safely with hazardous cleaning products. Remind workers to talk to their supervisor about any concerns with the products they use.

You can find more related resources and COVID-19 workplace health and safety protocols on worksafebc.com.

Update and follow your COVID-19 safety plan as conditions change.

Help keep workers safe and businesses open.

Find resources at worksafebc.com



UPCOMING VIRTUAL COURSES



Motion Picture Industry Orientation

January 16–17

February 20-21

February 27-28

March 13-14

March 20-21

Motion Picture Safety for Supervisors

February 1–2 March 1–2 Joint Health & Safety Committee Fundamentals

January 26

February 23–24

March 16-17

Performing Arts Safety Awareness

January 13

February 2

March 2

<u>Performing Arts Safety for Supervisors</u>

January 19

February 9

March 9

Actsafe Safety Association is doing its part in mitigating the exposure and spread of COVID-19 to its team and community and hence our office is closed until further notice with the team working remotely.

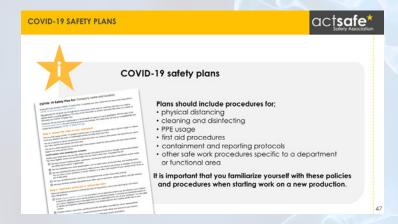
Due to the current pandemic, all in-house Actsafe courses are cancelled and we're doing our utmost to offer as many of our courses virtually. However, Occupational First Aid and Firearm Safety are interactive courses and can only be taught in-person and therefore we will not be offering these courses at this time. We will be monitoring updates from the Provincial Health Officer for when to resume in-person classes. In the meantime, if you have any questions, please email info@actsafe.ca.

ACTSAFE'S COVID-19 SAFETY PROCEDURES COURSE

Actsafe launched a new course for the arts and entertainment industries called COVID-19 Safety Procedures.

This **FREE** online course provides a general overview for workers in British Columbia's arts and entertainment production industries on how to minimize the risk of exposure to COVID-19 on their worksites.

Course Delivery: Online Course Duration: 0.5hrs





Our website is being updated regularly with COVID-19 resources and information including motion picture specific guidelines, return to work information, and COVID-19 posters such as physical distancing, occupancy limits, and COVID-19 symptoms.

Also, on this page there is an option to:

Subscribe to receive real-time updates on new COVID-19 resources that are now available and

SUBSCRIBE

A submission link to send your return to operations safety plan to our safety advisors for review and feedback.

SAFETY PLAN SUBMISSION



Toolbox Talk - Working in Wilderness

Actsafe's Toolbox Talks are intended to be an informational resource for employers and supervisors to use to deliver a safety talk on a specific subject. A toolbox talk can be an effective way of refreshing workers' knowledge of safe work procedures and sharing information with more experienced workers.

A wilderness area is a region where the land is in a natural state; where impacts from human activities are minimal. These areas are important because they provide long-term protection to the last of our nation's wild landscapes.

When working in wilderness areas, we should try not to impact wilderness areas as they may:

- Support native plants and wild animals;
- Protect valuable water resources;
- Shelter ancient cultural artifacts:
- Provide opportunities for primitive recreation; and
- Maintain resiliency in the face of global climate change.

Keep in mind the following points while working in wilderness areas:

- Wild animals, insects, and pests will be around. Be aware of your surroundings;
- Do not attempt to feed or touch any wild animals;
- Do not drink water in the wilderness, such as lakes, streams, and rivers.
 Parasites and certain bacteria are found in surface water;

- Know what the First Aid plan is and who to contact for first aid. Review
 the plan to ensure the plan is sufficient due the possible extended travel
 distance to hospital;
- Make sure contact information for local rescue authorities, such as B.C.
 Parks, Parks Canada or the RCMP, have been recorded in case emergency response is needed;
- Make sure you check the weather conditions. Ensure you are prepared and dress appropriately for the weather;
- Production should have done a risk assessment, including an Avalanche Assessment, if applicable, and have prepared an emergency rescue plan tailored to your location and filming activity;
- Review your department's mode of communication or contact people outside of the location, you may need a short-wave radio or satellite cellphone.

If you have any concerns about an insect or animal bite, contact your health care provider or call 8-1-1 to speak to a registered nurse.

BC Wildlife Motion Picture Safety Bulletin

Actsafe has a section dedicated to various Toolbox Talks. Find them all here.





COVID, Kissing, and Cooties

- Phay Moores, Intimacy Coordinator and Intimacy Director



hen it comes to performing sex acts in mainstream media, we are limited by what we can show on camera. Kissing remains the only sex act we ask actors to perform and not simulate (with the exception of performers who prefer kiss-masking over non-simulated lip-locking). However, kissing is one of the more dangerous requests we can ask of our performers. **Mhy**s

Short answer: cooties. Usually, you'll hear this word thrown about on the playground or during some kind of co-ed physical rabble-rousing. "Cooties" is layperson's terms for biohazards. The Canadian Centre for Occupational Health and Safety states, "Biological hazards are caused by animals, plants or 'microbes', like bacteria and viruses, which impact on our health."

When we perform intimacy we are introducing these biohazards into our workplaces and, by extension, our homes.

I'm an intimacy director and coordinator; I facilitate the creation of performed intimacy for the stage and screen. Pre-pandemic, intimacy directors and coordinators faced biohazards on the daily. Beyond the normal responsibilities -clearing consent and collaborating with choreography-we also ensure allergen-free kissing with tiny toothbrushes and mouthwashes and apply modesty garments to create a barrier between performers.

If biohazards include human secretions (including sweat and saliva), then that means anytime a performer is asked to kiss, lick, wrestle, fight, sweatily hug, spit on, or vomit on or around another performer, we are asking them to consent to the risks associated with a biohazardous exchange.

Enter COVID.



Now singing, screaming, crying, grunting, and heavy breathing around another person are added to the list of risks as those actions release respiratory droplets into the air for others to inhale. Even talking face to face with another person less than six feet away is riskier than talking side to side and therefore requires extra attention and planning.

Think about the scenes that involve one or some of the actions described above, and you'll notice that almost every project is fraught with risks. Furthermore, they're not performer-specific, but impact the whole production.

COVID-19 acted as a catalyst to force us to revisit and rethink our current practices when we interact with each other. Before the pandemic, most industries worked at a fast pace without contingency time factored in for illness or other disruptions. For example, if testing results are back-logged, productions need to pause and amend schedules to accommodate that. Similarly, if an individual has the flu or a cold, they have to stay home and isolate.

It took a pandemic to start a wave of change. But risks were always there.

With the goal of moving forward with more supportive protocols for our cast and crew, let's unpack the ways we can mitigate these risks. After all, human interaction is what audiences crave to see, and there's a way to do it safely (yes, even during a pandemic).

The team I work with offers comprehensive script breakdowns for productions which lay out the risks associated with each moment within the story.

We also offer risk reduction measures productions can implement on set with our assistance. Medical-grade mouthwash can be supplied and used to reduce the risk of viral offloading. Sanitizer can be administered to a performer's face or other parts of their body before and after their interaction with their scene partner(s). Modesty garments and shields can be worn to avoid the exchange of fluid naturally secreted by the body when performing simulated sex acts.

Trained intimacy coordinators can also offer choreography that distances performers farther apart if there are concerns about body-to-body contact while maintaining the illusion they are closer than reality.

Apart from these measures, intimacy coordinators will have conversations with directors about their vision and expectations for the story, and with the performers about those expectations and what their boundaries are. In some cases, we clarify the communication between performers and production about COVID protocols and their safety concerns. These conversations occur before shooting starts, which gives everyone enough lead time to explore solutions creatively and collaboratively.

Even after a vaccine becomes accessible to everyone, we should continue to uphold the health and wellness of our teams as a priority. Hopefully, if you have a cold, a flu, or other super-spreader cooties, you'll have the choice and freedom to stay home without worry of financial penalty or replacement. And when you're healthy and ready to work, we'll be there with our kits and expertise to ensure clear consent, choreography, and communication to help everyone feel safe, supported, and cootie-free.





Pandemic, Planning, and Public Health in the Arts Community

- Will Heller, Safety Advisor, Perfoming Arts, Actsafe Safety Association



hat a wild journey we have all been on since the arrival of SARS-Cov-2 in early 2020. Casting my mind back, I remember hearing reports of a deadly virus in China. Shortly afterward I began hearing about its detection in a variety of European countries with it moving swiftly toward us as Spring Break approached.

In the early days, not much was known about the virus, and we could not have predicted the effect it would have on the arts and entertainment industries.

The arts and entertainment industries paused following BC's declaration of a state of emergency on March 17. Those who could work from home did, and those who didn't have this option were unsure of what to do next. The Actsafe team's inboxes were filled with questions from the industries wondering if we knew when they were going to be able to resume production.

To field some of the questions and open up the conversation, Don Parman, Actsafe's

Manager for Performing Arts Programs and Services, began holding virtual meetings, What Would Don Do (WWDD), with the performing arts and live events sector. Weekly, Don shared the information Actsafe had on next steps and answered any questions the industry had.

The numbers attending WWDD grew in May following the first public health order regarding the requirement for COVID-19 Safety Plans, which left our industries in a predicament. While the safety plans were required to be posted on websites and be available on site for various regulators, there was no way to tell if the plans were adequate.

Enter Actsafe.

Actsafe launched a COVID-19 Safety Plan review process for both the performing arts and motion picture industries. This all happened at the same time that the motion picture industry, in collaboration with Actsafe, developed a set of guidelines on how to keep productions running.

On the performing arts and live events side, the review process is an entirely confidential and voluntary process. While reviewing the

safety plans, we do not provide an approval or disapproval of the plan but strive to provide means for an organization to improve their plans (something promoted now by public health and WorkSafeBC alike).

In the months since those initial requirements, we have reviewed almost 60 unique COVID-19 Safety Plans.

Compared to today, some of the plans in the early days had targets that were quite few and simple. As time progressed the requirements of the orders became more specific, and the release of the "Gatherings and Events Order" was not far behind. The goal posts for meeting the requirements of the orders have moved a number of times-in fact, in November there were updates to the order almost weekly-but we have continued to work hard and seek answers with our industry.

We continue to build our knowledge in the hopes it equips us for putting on shows in the not-too-distant future.

Despite the changes, our sector has remained resilient, adaptive, and creative in its approach. Daily, I see venues, shows, competitions, and event organizers create plans and work on doing their part to reduce the spread - not only among their workforce, but with an everpresent focus on our audiences.





The work is not complete. COVID-19 Safety Plans continue to come in for evaluation some for the first time and many after revision. They still face rigorous review against current requirements of WorkSafeBC and Public Health Orders. The feedback is designed to help you find the answers to questions that may arise based on the requirements of either regulator.

Right now, most events (with few exceptions) are prohibited. While reviewing plans and making plans is an important component to preventing transmission, so is our attention to making those plans come to life at your venue and during your shows. Hopefully one day soon we will be back to putting on shows for in-person audiences.

As the next steps of progression on this journey become clear and a vaccine becomes available. Actsafe will be here to help guide the way by listening to industry and regulators as we develop resources and make suggestions to help you along your safety journey.

Thank you all for your hard work towards safety, and we look forward to a brighter future.



Setting the Scene for Needlestick and Sharps Safety

- Canadian Centre for Occupational Health and Safety (CCOHS)



t's a cold, grey morning and Andres is prepped and ready for a long day of location scouting. With a hot coffee in tow, he sets out on the streets of East Vancouver, hoping to spot a few perfect storefronts for a key scene. Instead, Andres spots – and almost steps on – something much less ideal – a used needle in the middle of the sidewalk. He wonders, "Do I pick it up? Call a number? Keep walking?" While Andres was prepared for almost anything the day might have thrown at him, a close encounter with a potentially infectious needle certainly wasn't on his list.

Although commonly reported amongst healthcare professionals, injuries caused by needlesticks and sharps (items like a razor blade, scissors, pins and glass items) pose a risk for all types of workers, including production assistants and motion picture cast and crew members working on location.

If wounded by a poke or puncture of the skin, these types of injuries can transmit infectious diseases, especially blood-borne viruses. Concerns includes the Human Immunodeficiency Virus (HIV) which leads to AIDS (Acquired Immune Deficiency Syndrome), hepatitis B, and hepatitis C. Although the risk of getting these viruses via a community needlestick injury is very low, proper safety precautions should be followed to protect all workers in every industry.

Injury prevention: start with risk assessments and hazard control

Workers like Andres can come across needles and sharps frequently. In fact, roughly 69,000 injuries from these objects are reported in Canada each year.

That's why it's important to perform a risk assessment, evaluating the safety of both the job tasks and locations before work begins. This can be done by a person or team of individuals who have a good working knowledge of the situation and location being studied, with input

from the supervisors and workers who will be overseeing and performing the work. Safety committees and representatives should also be consulted during this process.

A risk assessment can identify health and safety hazards, determine the likelihood of harm, and identify the necessary actions to eliminate the hazards or control the risk of injury. The safety of the worksite should be continuously evaluated, as well as any hazard controls.

The risk assessment should account for:

- the type of work being performed,
- the location,
- any possible interactions with other activities and people in the area,
- the training and education the workers have received,
- and how a person would react in a particular situation (e.g., encountering a person using a needle, finding a used needle, etc.).

Introducing hazard controls

Although not always completely preventable, there are hazard controls that can be put in place to minimize risks for workers in both low and high-risk settings. These include rescheduling work and/or changing locations, blocking off and securing areas to restrict visitors, worker training and education, development of safe work procedures, and appropriate use of personal protective equipment (e.g., puncture-resistant gloves, protective footwear, eye protection).

Communicating the "what if's" and safety protocols

Employers should educate and train workers on safety protocols for potential risks, like exposure to needles or sharps. For example: what if a worker experiences a needlestick or sharp injury or wound? What if, like Andres, a worker spots a needle?

If you or a worker are injured by a needle or sharp, allow the wound to bleed freely. Don't squeeze the wound to increase bleeding – this may cause additional damage to the tissue and increase the uptake of any virus. Immediately perform first aid by thoroughly rinsing the injury site with running water, and clean gently with soap and water if possible. Flush any area that has been exposed including the eyes, nose, or mouth with running water if they have been exposed. Any broken skin should be rinsed thoroughly.

Then seek immediate medical attention at your local emergency department and follow instructions for further treatment and follow-up. This includes an assessment to determine if post-exposure prophylaxis is needed and tests to make sure there is no virus transmission. You should also immediately report the incident and exposure to your supervisor or employer.

Remember, prevention is key. If you spot a used needle, do not touch it. Report it to your locations department or supervisor for proper disposal and remain at the area to prevent anyone else from coming into contact with it.

With proper education, training and protocols for workers, you can set the scene for a safe worksite.





An Actsafe Safety Association production

Directed by Produced by Visual Effects Assistant Editors

Manu Nellutla **Jennifer Lane** Ella Pritchard Natalli Dias **Carolyn Fisher** Gaurav Gupta Maureen Kaake **Anand Kanna** Harnak Lalli **Don Parman** Lisa Wild

Cast

Contributors

CCOHS Shelby Fenton Will Heller **Phay Moores** Manu Nellutla **Cheryl Peters WorkSafeBC**

Coming Up Next

Safety Scene Spring Edition: Inspections

Casting Call

Would you like to contribute to Actsafe's next edition? If so, send us your:

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- Advertisements -

- Events -

Click here for advertising opportunities actsafe.ca/quarterly-newsletter-advertising-opportunities/

> For more information contact Jennifer communications@actsafe.ca.



ACTSAFE SAFETY IN ENTERTAINMENT AWARDS

The Actsafe Safety in Entertainment (ASE) Awards are back for the second year and we are calling on you to nominate co-workers, organizations, and individuals that you feel prioritized safety within the arts and entertainment industries.

The six awards recognize individuals and organizations who were ambassadors and pioneers for safety over the course of the year in the industries that Actsafe supports.







View the categories and nominate who you think is deserving using the button below.

Nomination Form

Nominations close on February 12, 2021.

Actsafe is the health and safety association supporting British Columbia's arts and entertainment industries by providing resources, training and advisory services.

Contact Us

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Actsafe is supporting BIPOC TV and Film by donating all revenue generated from the advertisements in 2021's quarterly newsletters to this incredible association.



Or connect with us here











Actsafe Safety Association would like to acknowledge and honour that our workplace and classrooms are located on the traditional, ancestral and unceded territory of the \$kxwú7mesh (Squamish), S'ólh (Stó:lō), Qayqayt (Qayqayt), səlílwəta?4 (Tsleil-Waututh) and Stz'uminus (Stz'uminus) peoples.



Actsafe is proud to have achieved the Gold Level Certification in SFU's Sustainable Spaces Program. The Actsafe team was awarded this certification because of their never-ending commitment to their Corporate Social Responsibility initiatives.