

# 2025 Warehouse Safety Conference



**February 25, 2025**

**MISSISSAUGA CONVENTION CENTRE  
75 DERRY RD. W. MISSISSAUGA, ONTARIO**



**REGISTER EARLY  
AND SAVE!**



# About the 2025 Warehouse Safety Conference

Staying informed and proactive about health and safety is crucial in the fast-paced warehouse and distribution industry. The 2025 Warehouse Safety Conference addresses current challenges and provides valuable insights through expert-led sessions on topics carefully selected by a knowledgeable planning committee such as emergency preparedness, psychological safety, and material handling.

Attendees will acquire the knowledge and tools necessary to enhance operations and ensure a safe, efficient workplace. Find out what's new, learn about recent legislation, explore how to avoid hazards and much more.

## Why Attend?

- Improve your safety performance
- Recognize and control risks in a warehouse environment
- Learn how to strengthen resiliency and boost employee engagement
- Gain insight from warehouse and distribution centre industry professionals

## Network With Warehousing Peers

Meet and collaborate with warehousing and wholesale professionals from your area. Learn new ideas, find solutions and share knowledge.

## Who Should Attend?

- Occupational Health & Safety (OHS) Managers and Supervisors
- Warehouse Managers and Supervisors
- Maintenance and Transportation Managers and Supervisors
- Joint Health & Safety Committee (JHSC) Members
- Warehouse and DC Employees and Operators that execute work daily



# Thank You to Our Sponsors

# Conference Agenda

Program subject to change without notice.

Registration & Breakfast	7:00 – 8:00 am
Opening Remarks	8:00 – 8:15 am
Morning Presentation	8:15 – 9:15 am
Networking & Exhibitor Viewing	9:15 – 9:30 am
<b>Concurrent Series 1</b>	9:30 – 10:45 am
Networking & Exhibitor Viewing	10:45 – 11:15 am
<b>Concurrent Series 2</b>	11:15 am – 12:30 pm
Lunch + Networking & Exhibitor Viewing	12:30 – 1:15 pm
Afternoon Keynote	1:15 – 2:15 pm
Networking & Exhibitor Viewing	2:15 – 2:45 pm
<b>Concurrent Series 3</b>	2:45 – 4:00 pm

8:15 – 9:15 am



## Protecting People and Property: Effective Violence and Harassment Prevention Strategies for Warehouses and Distribution Centres

Morning  
Presentation

**Shivraj Gill**, Asset Protection Manager, Gap Inc.

**Rui Rodrigues**, CEO, RUCA Consulting and Executive Advisor  
Loss Prevention & Risk Management, Retail Council of Ontario



Organized crime, theft, active attacker, and physical violence and harassment pose major security concerns for warehouse and distribution facilities across industries. These concerns impact asset protection and, more importantly, worker safety. Hear from Industry experts who will discuss critical prevention strategies to protect both people and property from these threats. This session will provide practical guidance and best practices focused on the safety and well-being of employees and explore topics such as violence and harassment prevention programs, recognizing and addressing early warning signs, effective communication and reporting mechanisms, emergency response planning, collaboration with local law enforcement and emergency services, and lessons learned from real incidents. Come away with the knowledge and tools needed to create a secure and supportive workplace.

**BREAK**

**Networking & Exhibitor Viewing**  
9:15 – 9:30 am

### **Making a Roadmap for Pedestrian Segregation**

**Kevin Van Dyken**,  
National Business Development Manager  
Proax Technologies

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In a world where forklifts and AGVs are now commonplace in warehouses and manufacturing facilities, there is a positive approach we can take to ensure pedestrians are safe as well. In this session we will discuss forklifts, AGVs, and pedestrian needs and the tools and training we can use to ensure a safe workplace for everyone involved.

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### **Incidents to Insights: Identify Risk and Enhance Safety by Reviewing Incidents in Other Workplaces**

**Norm Kramer**, Specialized Consultant  
(Warehouse & Distribution)  
Workplace Safety & Prevention Services

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One way Warehouse & Distribution workplaces can identify and manage risk is by analyzing actual incidents that have occurred in similar workplaces. Don't miss out on this interactive session that will assist you to understand and reduce risk, including struck by falling pallets, distracted operators, struck by trucks and mobile equipment, forklift tipping over, tripping on pallets, and spills, to name a few. This session will provide valuable insight and practical tools that safety managers and others can easily adopt in their workplace.

### **10 Racking Mistakes Warehouse Managers Must Avoid**

**Charles Carbonneau**, Chief Engineer, Damotech  
**Marc Rousseau**, Vice President – National Accounts and Strategic Partnerships, Damotech

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How do you assess rack issues in your warehouse, and the dangers that they pose? Join us to learn about the risks associated with poor racking practices and how to prevent them. What mistakes might you be making, or missing? This session offers expert tips from an experienced engineer on how to properly assess, repair, and maintain your racks. Discover how to enhance safety and efficiency in your workplace by recognizing, addressing, and preventing critical racking errors.

Sponsored by **DAMOTECH**

### **The Art of Safety**

**Brad Novoselac**, Senior Manager  
Health and Safety, DBSchenker

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Workplace safety is everyone's responsibility. From senior management to supervisor to worker - we all can influence how safety is designed and practiced. But how does one lead with safety in mind, show adaptability to changes in technology and process innovations while engaging staff to perform? The art of safety can be tricky to navigate but not impossible to achieve. Whether you are new or an experienced in workplace safety, this session will aim to; breakdown the pillars of a safety program, what you need to consider, how to get buy-in from all levels of the organization and how to communicate effectively to promote a safety culture that drives results. Safety is not a priority, it's a value. Priorities change, values don't.

**BREAK**

**Networking & Exhibitor Viewing**  
10:45 – 11:15 am

## Retention is the New Cool

**Kristy Cork**, Specialized Consultant  
(Healthy Workplaces)  
Workplace Safety & Prevention Services

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A psychologically unsafe workplace puts your organization at risk for negative outcomes, like costly turnover, decreased productivity, absenteeism and increased risk of incidents and accidents. This session will explore the connection between creating a safer workplace and the positive impacts on worker retention. There are a number of factors that impact the psychological safety of your workplace. Civility and respect, clear leadership and expectations, and psychological protection are three of these factors that will be explored in detail to improve the worker experience and reduce the risk of mental harm. You do not need to just accept that high turnover rates are an inevitable part of doing business. Invest in retention, and you can spend less time, money and resources on recruitment. WSPS and the MLITSD have initiatives underway to help workplaces improve psychological safety for Ontario workers. Participants will learn about this work and resources available to help them on their journey.

## The Hazards of Working with Battery Electric Vehicles

**Angela Cameron**, Manager, Consulting Services  
West, Workplace Safety & Prevention Services

**Sean MacCormack**,  
Senior Health & Safety Consultant,  
Workplace Safety & Prevention Services

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Ontario is quickly becoming a leader in the battery electric vehicle (BEV) sector, with billions being invested by the Ontario government and global automakers. With this emerging technology has come a variety of new hazards that many in the industry do not fully understand. To address this need WSPS has

developed a White Paper on the hazards of working with battery electric vehicles. Join Angela Cameron and Sean MacCormack as they discuss BEV hazards, the legislation that applies to working on them, as well as gaps that have been identified in the industry.

## The Risky Business of Mechanical Material Handling

**Ron Landry**, Senior Manager Industrial Health and Safety Program, Ministry of Labour, Immigration, Training and Skills Development

**Jennifer MacFarlane**, Senior Health & Safety Account Manager  
Workplace Safety & Prevention Services

**David Reid**, Senior Safety Professional  
Gap Canada Inc.

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Understanding the risks and implementing effective safety measures in mechanical material handling is crucial for a safe and efficient workplace. This is particularly vital for warehouses and distribution centers, where high volumes of goods and constant equipment movement heighten the risk of incidents and injuries. Join us to explore the potential pitfalls and preventive measures in moving, lifting, storing, and receiving and preparing to ship products. Enhance your understanding of hazards and essential controls when working with mechanical material handling equipment and gain valuable insights into the safe use of MMH equipment, ladders, conveyors, and other tools around racking and loading docks. This session will provide you with practical knowledge, tools, and resources to identify and mitigate risks associated with the equipment you use, improve safety and efficiency in your material handling processes, and support your firm's risk reduction strategy.

## Mastering Warehouse Safety: Occupational Hygiene and Chemical Handling Excellence

**Kelly Fernandes**, Specialized Consultant (Occupational Hygiene), Workplace Safety & Prevention Services  
**Ezat Nouryousefi**, EHS Specialist, BASF Canada Inc.

In this presentation, we will explore the critical role of Occupational Hygiene in a warehouse setting, emphasizing the various hazards associated with handling and storage of chemicals, including chemical exposure. Understanding these risks is essential for ensuring the safety and well-being of all workers. We will discuss the basic principles of occupational hygiene, including identifying chemical health hazards, assessing potential risks, implementing practices to control these risks, and evaluating controls are effective. To address these challenges, we will offer practical solutions to minimize risks, such as proper inventory management and labeling, safe storage practices, and effective training programs. The session will conclude with a facilitated discussion featuring a customer who will share their experiences, successes, and challenges in managing chemical hazards in their operations. This interactive segment will provide valuable insights and lessons learned, fostering a collaborative approach to workplace safety. By the end of this session, attendees will be equipped with the knowledge to identify and assess risks, implement and evaluate control measures to protect workers, ensuring long-term benefits such as improved health outcomes, reduced accident rates, and enhanced operational efficiency.

**BREAK**

### Lunch + Networking & Exhibitor Viewing

12:30 – 1:15 pm

1:15 – 2:15 pm



## From Aisles to Allies: Driving Engagement in Warehouse Operations

**Mindy Wier**, Senior Director, DC Operations, Grainger Canada

Afternoon  
Keynote

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Fostering an inclusive workplace culture offers many benefits essential for long-term success, such as improved engagement and collaboration, better employee wellbeing, enhanced operational performance, and a stronger company brand. The warehouse environment, however, presents unique challenges when it comes to minimizing employee turnover and creating an inclusive environment where team members feel a sense of belonging, pride and ownership. It's crucial to create a place where team members can be their authentic selves, make meaningful contributions, and see themselves for long-term success. During this presentation, Mindy will share her personal insights and experience when it comes to driving engagement in a warehouse environment with a focus on three key elements:

1. Building representation in leadership that reflects the teams they lead
2. Leading with empathy and understanding to foster motivation
3. Creating a sense of belonging and ownership to enhance performance.

**BREAK**

### Networking & Exhibitor Viewing

2:15 – 2:45 pm

## Effective Contractor Management for Warehousing and Distribution Centres

**Elizabeth Lofthouse,**

Senior Health & Safety Consultant

Workplace Safety & Prevention Services

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Utilizing outside contractors for routine work is a reality for all businesses. Do you know your health and safety responsibilities as they relate to hiring and managing those contractors? It is important to ensure that the risks to themselves, the public, your workers and workplace, created by those contractors while performing the contracted work, is anticipated and managed. This session will focus on hiring, managing, and evaluating contractors providing services in non-construction work environments. Hear about the legal and best practice considerations, real life pitfalls and successes, and new management tools related to contractor management.

## Enhancing Loading Dock Safety: Insights, Trends, and Innovations

**Carl Bonello,** Specialized Consultant

(Warehouse and Distribution)

Workplace Safety & Prevention Services

**Noah Pelletier,** Business Development Specialist

Arbon Equipment Corporation –

A Rite Hite Company

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Stay on top of current safety practices. Get expert insights. Discover innovative solutions. Join us for this insightful session that will equip you with the knowledge and tools to create a safer work environment. Explore the latest workplace safety statistics and trends, and discover new technologies and developments aimed at enhancing workplace safety at the loading dock. We'll review the most recent injury reports and offenses based on the Ministry of Labour, Immigration, Training and

Development (MLITSD) statistics, along with insights and findings from WSPS consultants in the field. With this foundational understanding of the current safety landscape, including injury trends and compliance issues, you will then hear from Rite Hite who will share their knowledge of cutting-edge technologies and trends designed to address these safety challenges. This session is essential for safety professionals looking to stay ahead of the curve with the latest data and innovative solutions.

## Handle with Care: Expert Tips on Manual Materials Handling Safety and Compliance

**Don Patten,** Specialized Consultant (Ergonomics)

Workplace Safety & Prevention Services

**Ron Landry,** Senior Manager, Industrial Health

and Safety Program, Ontario Ministry of Labour,

Immigration, Training, and Skills Development

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Join us for a Manual Materials Handling session featuring industry experts Ron Landry from the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) and Don Patten from Workplace Safety & Prevention Services (WSPS). In this workshop, you'll explore critical regulations under the *Occupational Health and Safety Act (OHS)*, learn about everyday non-compliance situations observed by the MLITSD, and gain practical tips from WSPS on identifying hazards and understanding manual materials handling risks. Additionally, you'll discover actionable solutions to enhance safety and efficiency in your workplace. Whether you're a seasoned professional or new to the industry, this session will provide you with the knowledge and tools to improve your manual materials handling practices. Don't miss this opportunity to learn from the best and elevate your safety standards!



## Hotel Information



### COURTYARD TORONTO MISSISSAUGA WEST

290 Derry Road West  
Mississauga, ON L5W 1N6

Phone: **905.670.1947**

Book by: **February 10, 2025**

Rate: **\$169** (1 King Bed or 2 Queen Beds)  
Plus applicable taxes and fees

#### Booking Details:

Please book directly to receive the special rate and quote room block code: **"WSPS"**  
- Rooms are subject to availability.

## Visit the Exhibitor Showcase

Visit the Exhibitor Showcase throughout the conference and meet a range of vendors, network with peers and gain valuable knowledge on new products and best practices at your workplace.

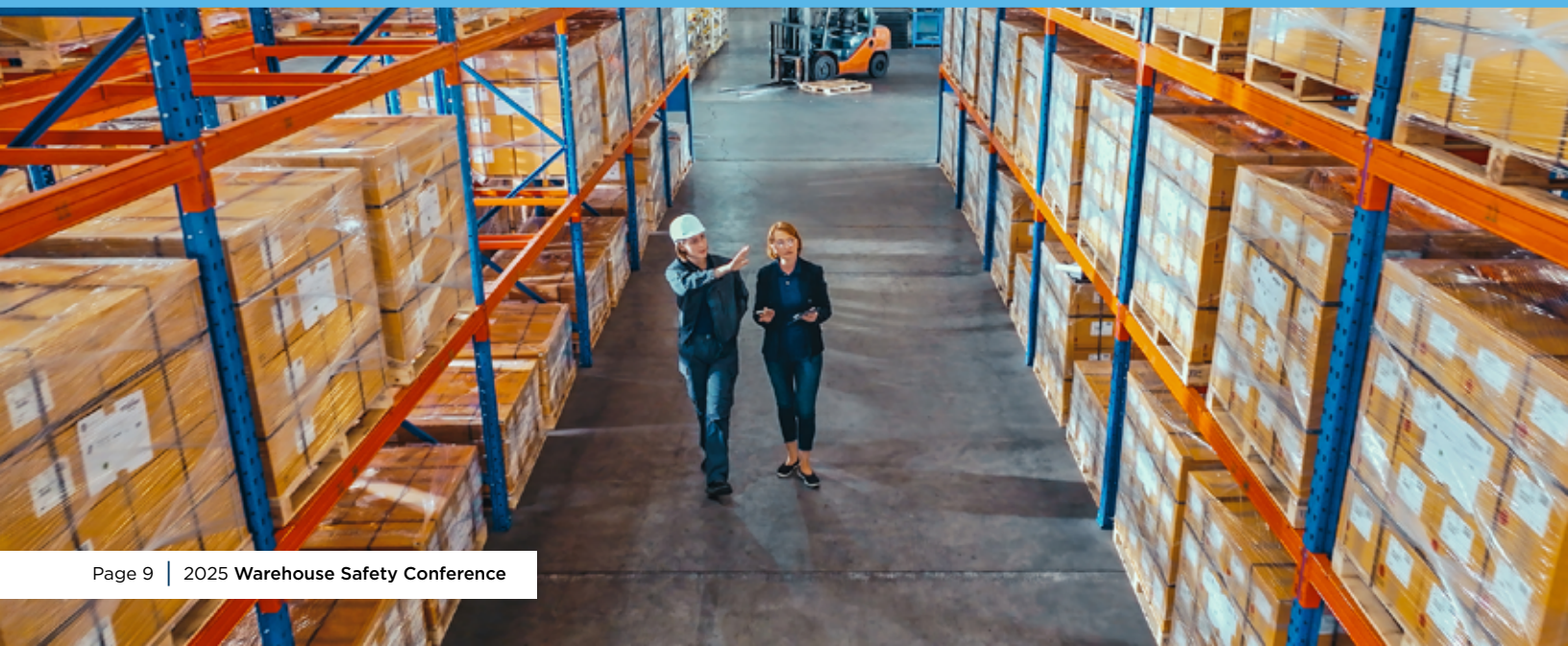


Showcase Hours  
7:00 am - 2:45 pm

### For exhibitor or sponsorship information contact:

**Terri Boorne**  
Events Coordinator

**Mobile** 289-326-5115  
**Toll Free** 1-877-494-9777  
**email** [terri.boorne@wsps.ca](mailto:terri.boorne@wsps.ca)



# REGISTER NOW

## EARLY BIRD RATE

Register on or before January 31, 2025  
**\$399 + HST**



## REGULAR RATE

After January 31, 2025  
**\$499 + HST**

## VOLUME DISCOUNTS

<b>5%</b>	6 - 9 registrations	<b>10%</b>	10 - 15 registrations
<b>15%</b>	16 - 20 registrations	<b>20%</b>	21 or more registrations

\*NOTE: Registrations must be made at the same time to be eligible. Cannot be combined with any other discounts.

To register or for more information:

<https://bit.ly/WarehouseSafetyConference>

**1 877 494 WSPS (9777)**

## Registration Details

### Payment Methods

Visa, Mastercard, or AMEX. Invoices available on approved credit only; contact Customer Care at: [customercare@wsps.ca](mailto:customercare@wsps.ca)

### Registration Rates

Rates include breakfast, keynote speakers, lunch, conference sessions, and trade show admission. The Early Bird rate cannot be combined with any other discount or special offer. Volunteer, safety group, volume discounts and any other discounts or special offers cannot be combined.

### BCRSP Points:

Attending the 2025 Warehouse Safety Conference qualifies for BCRSP CPD points. WSPS is not responsible for maintaining and processing education credits. Visit the BCRSP website at [www.bcrsp.ca](http://www.bcrsp.ca) for more information on CPD point criteria and submission.

### Health & Safety Measures

Protecting the health and safety of our delegates, speakers, exhibitors, and staff is, and will continue to be, top priority at WSPS. Should any level of government or respective agency impose restrictions or regulations that may impact the event, WSPS Organizers will make every effort to communicate such updates closer to the start of the event.

### Cancellation Policy

- Cancellations received in writing before February 7, 2024 will receive a full refund less a \$50 cancellation fee. Cancellations received after this date will not be accepted and the full conference fee will be forfeited without exception.
- Delegate substitutions are accepted and must be received in writing by February 21, 2025 to [customercare@wsps.ca](mailto:customercare@wsps.ca).
- If the cancelling delegate is a member of a group registration, the remaining group members may be subject to a higher fee as outline within the WSPS event fee structure.
- Cancellations and/or substitutions must be made through Customer Care at [customercare@wsps.ca](mailto:customercare@wsps.ca)

### Terms & Conditions

Program subject to change without notice. WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event. Delegate registrations are accepted on a first-come, first-served basis; online advanced registration is strongly encouraged. If circumstances arise that require capacity to be reduced, any impacted individuals will be notified as soon as possible and be provided with a full refund.

Where in person capacity limits may restrict the number of patrons allowed in the facility, onsite registration may not be allowed. WSPS Organizers will provide more details regarding this process closer to the event opening.



## Workplace Safety & Prevention Services™ (WSPS)

is a not-for-profit health and safety organization in Ontario, serving more than 174,000 member firms and 4.2 million workers across the agricultural, manufacturing and service sectors.

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