

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas



Tender: 2026-41-T

Taxi Services within the City of St. John's and Surrounding Areas

Issue Date: September 24, 2026

Tender Closing Date: October 8, 2026 before 2:00pm (NL Time)

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

SECTION 1 – SCOPE OF WORK AND SPECIFICATIONS

1.1 INTENT

The Workplace Health, Safety and Compensation Commission (WorkplaceNL) invites submission on the tender call for Flat Rate Direct Route Taxi Services for injured workers covered under the *Workplace Health, Safety and Compensation Act, 2022* and administrative staff of WorkplaceNL who require transportation of a public mode to attend appointments or business within the City of St. John's and surrounding areas for a three (3) year period.

1.2 OVERVIEW

WorkplaceNL provides services to employers, injured workers and their dependents, and the public through the administration of the **Workplace Health, Safety and Compensation Act, 2022**. These services include promoting workplace health and safety in order to prevent and reduce workplace injury and illness. WorkplaceNL strives to ensure injured workers receive the best care possible and the benefits to which they are entitled. WorkplaceNL facilitates injured workers' recovery, and early and safe return to work. In addition, WorkplaceNL administers an employer classification and assessment system and ensures adequate funding for services through sound financial management.

WorkplaceNL is organized along two main functional areas: 1) prevention and workplace services; and 2) corporate and financial services. These functional areas support the organization's three main lines of business:

1. Education on the prevention of workplace injuries, illnesses, and occupational disease;
2. Claims management for injured workers; and
3. Employer assessments (no-fault compensation coverage).

1.3 SCOPE OF WORK

The Successful Bidder is intended to be the sole provider of taxi services for injured workers covered under the *Workplace Health, Safety and Compensation Act* in the geographical areas listed in this tender, with the exception of special circumstances which will be at the discretion of WorkplaceNL.

The Successful Bidder is intended to be the sole provider of taxi services for administrative staff of WorkplaceNL who require transportation of a public mode to attend business appointments in the geographical areas listed in this tender and for staff functions held in St. John's. Advance notice of function dates and details will be provided by WorkplaceNL.

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

Service areas will be as outlined in the Rate Table in Appendix "B". All service must be pre-approved by WorkplaceNL and prior to the provision of any services, a WorkplaceNL issued Purchase Order is required.

- 1.3.1** The pricing structure must be a flat rate for all areas outlined in the Rate Tables in Appendix "B".
- 1.3.2** WorkplaceNL will consider an increase to the quoted rates of the successful Bidder only in the event of a taxi rate increase approved by the City of St. John's as an amendment to By-Law No. 1462, St. John's Taxi By-Law, Tariff of Fares Schedule. Prior to the effective date of the rate increase, the successful Bidder must provide WorkplaceNL with notice, as publicly announced, including the effective date and supporting documentation from the City of St. John's. Notice provided to WorkplaceNL after the effective date will only be applied as effective on the date that the notice is received by WorkplaceNL.
- 1.3.3** During the term of the agreement, the successful Bidder must have at least six vehicles on the taxi stand, all operating under the same taxi company name.
- 1.3.4** During the term of the agreement, the successful Bidder must have at least two Wheelchair accessible vehicles on the taxi stand, all operating under the same taxi company name.
- 1.3.5** During the term of the agreement, the successful bidder must ensure that all drivers who perform services under the agreement maintain the appropriate driver's license and taxi cab operators' license as issued by one of the municipalities listed in the Rate Table in Appendix "B". Upon request, the successful Bidder must provide copies of the said licenses to WorkplaceNL. The successful Bidder must retain the licenses for a period of seven years after termination of the agreement.
- 1.3.6** During the term of the agreement, the successful Bidder shall ensure that all drivers who perform services under the agreement possess a Criminal Records Screening Certificate, which is acceptable to WorkplaceNL, from the Royal Newfoundland Constabulary and any other police force having jurisdiction over the area(s) in which the driver has resided in the past 5 years. Upon request, the successful Bidder must provide copies of the said certificates to WorkplaceNL. The successful Bidder must retain the certificates for a period of seven years after termination of the agreement.
- 1.3.7** Upon request, the successful Bidder must supply all vehicle registrations to WorkplaceNL. The successful Bidder must retain these records for a period of seven years after termination of the agreement.
- 1.3.8** Upon request, the successful Bidder must supply completed taxi chits to WorkplaceNL. The successful Bidder must retain these records for a period of seven years after termination of the agreement.

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

- 1.3.9** The successful Bidder must provide 24-hour service.
- 1.3.10** The successful Bidder must provide business cards with the company name, logo and telephone number(s) to injured workers for their future use.
- 1.3.11** The successful Bidder's vehicles will be the only taxi cabs permitted to service the agreement. No subcontracting under other taxi companies is permitted.
- 1.3.12** During the term of the Agreement, the successful Bidder must maintain an appropriate taxi stand license in good standing as issued by the municipality(s) where the taxi stand is licensed to operate. The successful Bidder must provide to WorkplaceNL a copy of the taxi stand license every year on the anniversary date of the Agreement.
- 1.3.13** During the term of the agreement, the successful Bidder must provide to WorkplaceNL proof of compliance with any municipal regulations and/or requirements that may come into effect.
- 1.3.14** The successful Bidder must ensure that all vehicles used to perform services under the agreement:
- are less than 10 years of age;
 - are the same colour;
 - have the name of the taxi company and the taxi stand telephone number visibly legible and affixed externally to each taxi cab;
 - shall at all times be maintained in a safe, roadworthy and clean condition; and
 - are smoke-free and scent-free.
- 1.3.15** The successful Bidder must ensure that the driver(s) employed to perform services under the agreement shall have due regard to the safety of the passenger and at all times shall moderate their driving so as not to cause unnecessary distress by travelling at excessive speeds or taking undue risks.
- 1.3.16** Any or all discrepancies regarding rates or specifications must be directed through the named contact of the successful Bidder and shall not be discussed or voiced with the injured worker or WorkplaceNL's administrative staff.
- 1.3.17** The successful Bidder must register for WorkplaceNL's online portal, Connect, for purchase orders and invoicing purposes.
- 1.3.18** The successful Bidder must adhere to the **Highway Traffic Act, R.S.N.L.1990**, c. H-3 and Regulations, as amended and the **Ambulance, Bus, School Bus, Taxi and Commercial Motor Vehicles Insurance Regulations**, Newfoundland and Labrador Regulation 999/96, as amended.

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

SECTION 2 – INSTRUCTIONS TO BIDDERS
--

2.1 QUALIFICATIONS AND EXPERIENCE

The successful Bidder must possess the necessary knowledge, skill and experience to supply taxi services and must meet the following mandatory criteria:

- The successful Bidder must have a proven record of providing the services tendered with a minimum of five (5) years' experience, and
- Bidders must possess an appropriate taxi stand license as issued by the municipality(s) where the taxi stand is licensed to operate and provide a copy of the license with their bid.

2.2 ELECTRONIC COPY OF DOCUMENT

- 2.2.1** WorkplaceNL reserves the right to modify the terms of the Tender by issuance of addenda at any time prior to the Tender Closing Date. It is the responsibility of the Bidder to monitor WorkplaceNL's website (<http://www.workplacenl.ca>) or the Tender posting at www.merx.com for any addendum to the Tender issued up to and including the Tender Closing Date.
- 2.2.2** It is the Bidder's responsibility to ensure that they have received a complete set of documents. By submitting a Bid, the Bidder verifies that they have received a complete set of Tender documents including any and all addenda. All terms, conditions, and/or specifications stated or referenced in the Tender are assumed to be accepted by the Bidder and incorporated in the Bid.
- 2.2.3** Bidders who have obtained the Tender electronically must not alter any portion of the document, with the exception of applying any addendum issued by WorkplaceNL.

2.3 QUESTIONS AND CLARIFICATION

- 2.3.1** All questions related to this Tender must be directed in writing by email to purchasing@workplacenl.ca or through the Tender posting on www.merx.com and received by WorkplaceNL before 4:00 PM Newfoundland Time on October 1, 2026.
- 2.3.2** All questions should include the Bidder's name and address, contact person's name, telephone number, and email address, and the reference to the specific section and page number of the Tender in question. All email questions must include the Tender number and title in the email subject line.

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

- 2.3.3** To the extent that WorkplaceNL considers that the answer to the question may assist in the preparation of a Bid, WorkplaceNL will post an addendum on its website and through the Tender posting on www.merx.com which will be part of the Tender. WorkplaceNL may not answer a question where WorkplaceNL considers the information requested is not required to prepare a Bid, or where the answer to the question posed may be found in the Tender. No responses shall be binding upon WorkplaceNL unless made in writing. Information obtained from any other source is not official and may be inaccurate and it is not binding.

2.4 CONFIDENTIALITY AND OWNERSHIP OF INFORMATION

- 2.4.1** Information pertaining to WorkplaceNL obtained by the Bidder as a result of participation in this Tender and/or negotiations with WorkplaceNL, if any, is confidential and shall not be disclosed without prior written authorization from WorkplaceNL.
- 2.4.2** The Tender and any supplementary document or portion thereof is proprietary information, and must not be used by the Bidder without the permission of WorkplaceNL, other than for the submission of Bids.
- 2.4.3** All Bids submitted become the property of WorkplaceNL. By submitting a Bid, the Bidder hereby grants WorkplaceNL a license to distribute, copy, print, or translate the Bid for the purposes of the Tender. Any attempt to limit WorkplaceNL's right in this area may result in rejection of the Bid.
- 2.4.4** The procurement process is subject to the **Access to Information and Protection of Privacy Act, 2015**, SNL 2015 c. A-1.2, as amended (**ATIPPA**). The Bidder's Bid package may be subject to disclosure under the **ATIPPA**. By submitting a Bid, the Bidder agrees to the appropriate disclosure of the information supplied, subject to the provisions of the governing law. WorkplaceNL cannot guarantee the confidentiality of the content of any Bid after the Tender Closing Date. WorkplaceNL shall not be liable to any Bidder for any claim, direct or indirect, whether for costs, expenses, losses or damages, or loss of anticipated profits, or for any other matter whatsoever incurred by the Bidder as a result of disclosure pursuant to the **ATIPPA**.
- 2.4.5** By submitting a bid, the Bidder agrees that it has identified any specific information in its bid that may qualify for an exemption from disclosure under subsection 39(1) of the **ATIPPA**. If no specific information has been identified it is assumed that, in the opinion of the Bidder, there is no specific information that qualifies for an exemption under subsection 39(1) of the **ATIPPA** and information may be released without further notice.
- 2.4.6** The financial value of a contract resulting from this procurement process will be publicly released as part of the award notification process.

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

2.5 NO CLAIMS BY BIDDER

- 2.5.1** By participating in the process outlined in this Tender document, the Bidder consents to the procedures as described in this Tender.
- 2.5.2** By submitting a Bid, each Bidder irrevocably waives any claim, action or proceeding against WorkplaceNL, including without limitation any judicial review or injunction application, or against any of WorkplaceNL's employees, advisors or representatives for damages, expenses or costs including costs of Bid preparation, loss of profits, loss of opportunity or any consequential loss for any reason including: any actual or alleged unfairness on the part of WorkplaceNL at any stage of the procurement process; if WorkplaceNL does not award or execute a contract; or, if WorkplaceNL is subsequently determined to have accepted a noncompliant bid or otherwise breached or fundamentally breached the terms of this procurement.

2.6 CONFLICT OF INTEREST

- 2.6.1** For the purposes of this Tender, the term "conflict of interest" includes, but is not limited to, any situation or circumstance where:
- in relation to the Tender process, the Bidder has an unfair advantage or engages in conduct, directly or indirectly, that may give it an unfair advantage, including but not limited to:
 - (i) having or having access to confidential information of WorkplaceNL in the preparation of its response that is not available to other Bidders;
 - (ii) having been involved in the development of the Tender, including having provided advice or assistance in the development of the Tender;
 - (iii) receiving advice or assistance in the preparation of its response from any individual or entity that was involved in the development of the Tender;
 - (iv) communicating with any person with a view to influencing preferred treatment in the Tender process (including but not limited to the lobbying of decision makers involved in the Tender process); or
 - (v) engaging in conduct that compromises, or could be seen to compromise, the integrity of the open and competitive Tender process or render that process non-competitive or unfair;
 - in relation to the performance of its contractual obligations under an agreement for services, the Bidder's other commitments, relationships, or financial interests:
 - (i) could, or could be seen to, exercise an improper influence over the objective, unbiased, and impartial exercise of its independent judgement; or
 - (ii) could, or could be seen to, compromise, impair, or be incompatible with the effective performance of its contractual obligations.
- 2.6.2** The Bidder, its employees, officers, directors, associates and/or approved sub-contractors shall not and will not have any conflict of interest (actual or potential) in submitting its Bid or, if selected, in providing services under the agreement. Where

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

applicable, the Bidder must declare in its Bid any situation that may be a conflict of interest in submitting its Bid or, if selected, with the contractual obligations under the agreement.

- 2.6.3** If, at the sole and absolute discretion of WorkplaceNL, the Bidder, its employees, officers, directors, associates and/or approved sub-contractors is found by WorkplaceNL to be in an actual or perceived conflict of interest either during the Tender or after award of the contract, WorkplaceNL may, in addition to any other remedies available at law or in equity, disqualify the Bid submitted by the Bidder or terminate the agreement.
- 2.6.4** Sub-contracting to any firm or individual whose current or past corporate or other interests may, in WorkplaceNL's opinion, give rise to an actual or perceived conflict of interest in connection with this Tender will not be permitted. This includes, but is not limited to, any firm or individual involved in the preparation of the Tender.

2.7 AGREEMENT

- 2.7.1** WorkplaceNL shall not be obligated to any Bidder until a written agreement has been duly executed related to an approved Bid. Any awards made pursuant to this Tender process are subject to execution of a written agreement which is acceptable to WorkplaceNL.
- 2.7.2** To be eligible to provide services to WorkplaceNL, the successful Bidder shall execute a written agreement with WorkplaceNL to perform the services which is acceptable to WorkplaceNL with terms and conditions as outlined in the Standard Form Agreement in Appendix "D" within the time frame established by WorkplaceNL. The successful Bidder shall be responsible for compliance with the terms and conditions outlined in the Standard Form Agreement in Appendix "D".
- 2.7.3** Claims made by the Bidder in the Bid will constitute Contractual warranties. Any provision in the Bid may, in WorkplaceNL's sole discretion, be included as a provision of the agreement between WorkplaceNL and the successful Bidder. In the case of conflict between the written agreement between WorkplaceNL and the successful Bidder and the Tender and Bid, the terms of the said written agreement shall prevail.

2.8 TENDER CLOSING

- 2.8.1** Bids must be received in their entirety before 2:00 p.m. Newfoundland Time on October 8, 2026 ("Tender Closing Date"). Bids, or any portion thereof, received after the Tender Closing Date will not be accepted.

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

- 2.8.2** Bidders are solely responsible to ensure receipt of their Bid by WorkplaceNL in its entirety, in the manner and time prescribed. Bidders must submit their Bid via www.merx.com (see Appendix "C" – Electronic Bid Submission Instructions). Hard copy paper bids or bids submitted by facsimile or email will not be accepted.

2.9 BID INSTRUCTIONS

- 2.9.1** The Bidder must submit the Bid and related documentation, including Appendix "A", Check List.
- 2.9.2** The Bidder must submit the attached Appendix "B", Bid Form, which must be signed by the Bidder or an authorized representative of the Bidder. If the Bidder is a corporation, the Bid must be signed by the authorized signing officer of the corporation.
- 2.9.3** It is essential that the Bid is complete and thoroughly addresses each requirement identified in the Tender, as incomplete Bids may be declared "non-responsive". Bids that are improperly signed, conditional, illegible, obscure, or contain arithmetical errors, erasures, alterations, or irregularities of any kind may be considered invalid.
- 2.9.4** The Bid must include a written statement of the company history, including, but not limited to, the length of time in business, and the length of time providing taxi services and describing how the Bidder meets the mandatory criteria listed in paragraph 2.1.
- 2.9.5** The Bid shall be accompanied by a list with a minimum of three (3) client references with appropriate contact information who can provide evidence of previous experience providing similar services with comparable scope and tender value. This list shall include the name of a contact person for reference purposes. References may be contacted as part of the review process. The list of references should exclude any potential references from WorkplaceNL.
- 2.9.6** In Appendix "B", Bid Form, Bidders must provide, the contact person who will be accessible to WorkplaceNL during WorkplaceNL's working hours to contact when needed.
- 2.9.7** The Bid shall include a copy of the taxi stand license as issued by the municipality(s) where the taxi stand is licensed to operate.
- 2.9.8** The Bid shall include taxi stand phone number(s) to be used during the term of the agreement.
- 2.9.9** The Bidder must acknowledge that they have read and understood any and all addenda in both the Appendix "A", Check List and the Appendix "B", Bid Form.

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

- 2.9.10** By submitting a Bid, the Bidder guarantees that, unless the Tender specifies otherwise, all components required to make the required equipment or system operable or to deliver the required services have been included in the Bid, or will be provided at no additional charge to WorkplaceNL.
- 2.9.11** While WorkplaceNL has tried to ensure the accuracy of the Tender, it is not guaranteed or warranted by WorkplaceNL to be accurate, nor is it necessarily comprehensive or exhaustive. WorkplaceNL will assume that all Bidders have resolved any questions they might have about the Tender and have informed themselves as to the existing conditions and limitations, site restrictions, etc. before submitting their Bids. Nothing in the invitation is intended to relieve Bidders from forming their own opinions and conclusions with respect to the matters addressed in the Tender.
- 2.9.12** Any error in the Bid is the responsibility of the Bidder.
- 2.9.13** A Bid cannot be withdrawn, altered or changed in any way after the Tender Closing Date.

2.10 BID EVALUATION

- 2.10.1** Tender evaluation and award of contract will be done in accordance with the **Public Procurement Act**, SNL 2016, c. P-41.001, as amended, and WorkplaceNL's procedures.
- 2.10.2** Tenders will be opened publicly immediately following the Tender closing in accordance with the Public Procurement Regulations, as amended. The names of all Bidders will be provided at the public opening. Applicants may email purchasing@workplacenl.ca to request a virtual meeting invite to attend the public opening. Applicants must include their name, email address, and tender number in the request. Meeting requests must be received by WorkplaceNL before 4:00 p.m. Newfoundland Time on October 6, 2026.
- 2.10.3** The Bid shall remain open for acceptance and is irrevocable for a period of ninety (90) days after the Tender closing date.
- 2.10.4** WorkplaceNL reserves the right to non-disclosure of pricing submitted by Bidders during the public opening. All Bidders will be notified electronically of the bidder names and bid prices within two (2) business days of the public opening. This information is for reference purposes only, and a full bid evaluation will be conducted to determine the preferred supplier.
- 2.10.5** WorkplaceNL reserves the right to waive any minor irregularity or non-compliance where such irregularity or non-compliance is not of a material nature in its sole and

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

absolute discretion. Such minor irregularity or non-compliance will be deemed substantial compliance and capable of acceptance. WorkplaceNL will be the sole judge of whether a Bid is accepted or rejected.

- 2.10.6** WorkplaceNL, in its sole discretion, reserves the right to cancel the Tender without award. WorkplaceNL reserves the right to accept or reject any or all Bids in whole or in part. WorkplaceNL is not bound to accept the lowest or any Bid.
- 2.10.7** The Bidder may be required to demonstrate financial stability, authorization to provide the good/services being acquired, and/or regulatory agency approval, licensing or registration as needed, or otherwise clarify Bidder's capability to satisfy the Tender requirements. WorkplaceNL reserves the right to reject Bids from any Bidder that it feels is incapable of providing the necessary labour, materials, equipment, financing or management resources to perform the work or supply the goods in a satisfactory and timely manner.
- 2.10.8** WorkplaceNL, in its sole discretion, may assess the Bidders' experience and/or ability to provide the goods and/or services required and described in this Tender by checking the Bidders' references. A contract will not be awarded to any Bidder whose references, in the opinion of WorkplaceNL, are found to be unsatisfactory. WorkplaceNL reserves the right to obtain references from sources other than those provided in the Bid. WorkplaceNL reserves the sole discretion to determine whether the Bidder and its professional staff have the appropriate qualifications.
- 2.10.9** WorkplaceNL reserves the right to disqualify any Bidder if the Bidder has either breached an agreement and/or failed to provide satisfactory service and/or deliveries under any prior agreement with WorkplaceNL, in the sole opinion of WorkplaceNL.
- 2.10.10** Upon acceptance by WorkplaceNL, a written Bid acceptance will be forwarded to the successful Bidder prior to signing the agreement.
- 2.10.11** In the event that the selected Bid(s) is higher than the budget approved by WorkplaceNL's Board of Directors, any awards made pursuant to this Tender process are subject to approval of the Board of Directors. In addition to any other rights of cancellation contained herein, WorkplaceNL, in its sole discretion, reserves the right to cancel this Tender without award should the Board of Directors not approve the award.

SECTION 3: GENERAL

- 3.1** Payment of invoices will be through direct deposit. The successful Bidder is required to meet WorkplaceNL's billing and accounting requirements. The successful Bidder shall invoice WorkplaceNL electronically on a monthly basis. Invoices must be legible and clearly labeled

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

with the successful Bidder's invoice number. The Bidder must acknowledge in the Appendix "B", Bid Form that the Bidder agrees to direct deposit and electronic invoicing.

- 3.2** This Tender, all Bids, and any agreement will be construed and interpreted in accordance with the laws of the Province of Newfoundland and Labrador.
- 3.3** The Bidder shall not use WorkplaceNL's name or logo or make reference to this Tender in any advertising copy or other promotional materials or messages without WorkplaceNL's prior written consent.
- 3.4** WorkplaceNL reserves the right to tender any services by invited tender or public tender, as deemed necessary.

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

APPENDIX "A"

Check List

Check Box to be completed and included with submission

Tender documents are completely read and understood	YES ☐	NO ☐
All addenda (if applicable) are completely read and understood	YES ☐	NO ☐
Bid form completed as required (Appendix "B")	YES ☐	NO ☐
Checklist completed and included (Appendix "A")	YES ☐	NO ☐
Written Statement of Company History included (2.9.4)	YES ☐	NO ☐
List of references included (2.9.5)	YES ☐	NO ☐
Copy of Taxi Stand License included (2.9.7)	YES ☐	NO ☐
Taxi stand phone number included (2.9.8)	YES ☐	NO ☐

The Successful Bidder must provide the following within fourteen (14) days of award:

- A list of employees, officers, directors, associates and approved sub-contractor assigned to perform the services, including their job titles and qualifications as per Article 3 of WorkplaceNL Standard Terms and Conditions;
- Certificates of insurance as per paragraph 4.1 of the agreement and Article 14 of WorkplaceNL Standard Terms and Conditions;
- Declarations of Confidentiality/Conflict of Interest signed by the Contractor or an officer or director of the Contractor as per Article 9 of WorkplaceNL Standard Terms and Conditions; and
- Signed agreement in the form provided by WorkplaceNL.

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

APPENDIX "B"

Bid Form

Name of Bidder: _____

Address: _____

Contact Person: _____

Telephone No.: _____ **Fax No.:** _____

E-mail address: _____

Dated at: _____ **this** _____ **day of** _____ **2026**

Authorized Signature

Witness Signature

Authorized Name (Printed)

Witness Name (Printed)

HST No.: _____

Direct Deposit **Agree**_____

Electronic Invoicing **Agree**_____

Price Protection Period for 90 days **Agree**_____

**I hereby acknowledge that I have read and
understand any and all addenda** **Agree**_____

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

Rate Table

DESTINATIONS	FLAT RATE WITHOUT HST	HST
Flat rate for all destinations, excluding St. John's International Airport:		
Within the City of St. John's, excluding outlying areas of Kilbride, Goulds, Southlands and Galway		
Within the City of Mount Pearl		
Between the City of St. John's and the outlying areas of Kilbride, Goulds, Southlands and Galway		
Between the City of St. John's and the City of Mount Pearl		
Between the City of St. John's and the Town of Paradise		
Between the City of St. John's and the Town of Portugal Cove-St. Philips		
Between the City of St. John's and the Town of Bauline		
Between the City of St. John's and the Town of Pouch Cove		
Between the City of St. John's and the Town of Flatrock		
Between the City of St. John's and the Town of Torbay		
Between the City of St. John's and the Town of Logy Bay-Middle Cove-Outer Cove		
Between the City of St. John's and the Town of Petty Harbour-Maddox Cove		
Between the hotels within the City of St. John's and the Crossroads Motel & Suites (bus pickup and drop off location)		
Between the hotels within the City of St. John's and the Memorial University center (bus pickup and drop off location)		
Flat rate between St. John's International Airport and for all destinations within the following areas:		
The City of St. John's, excluding Kilbride, Goulds, Southlands and Galway		
The City of Mount Pearl		
Kilbride, Goulds, Southlands and Galway		
The Town of Paradise		
The Town of Portugal Cove-St. Philips		
The Town of Bauline		
The Town of Pouch Cove		
The Town of Flatrock		
The Town of Torbay		
The Town of Logy Bay-Middle Cove-Outer Cove		
The Town of Petty Harbour-Maddox Cove		

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

Flat rate for wait times between any of the destinations listed above for the following durations:		
15-minute		
30-minutes		
60-minutes		

Rate Table - Wheelchair Accessible Vans

DESTINATIONS	FLAT RATE WITHOUT HST	HST
Flat rate for all destinations, excluding St. John's International Airport:		
Within the City of St. John's, excluding outlying areas of Kilbride, Goulds, Southlands and Galway		
Within the City of Mount Pearl		
Between the City of St. John's and the outlying areas of Kilbride, Goulds, Southlands and Galway		
Between the City of St. John's and the City of Mount Pearl		
Between the City of St. John's and the Town of Paradise		
Between the City of St. John's and the Town of Portugal Cove-St. Philips		
Between the City of St. John's and the Town of Bauline		
Between the City of St. John's and the Town of Pouch Cove		
Between the City of St. John's and the Town of Flatrock		
Between the City of St. John's and the Town of Torbay		
Between the City of St. John's and the Town of Logy Bay-Middle Cove-Outer Cove		
Between the City of St. John's and the Town of Petty Harbour-Maddox Cove		
Between the hotels within the City of St. John's and the Crossroads Motel & Suites (bus pickup and drop off location)		
Between the hotels within the City of St. John's and the Memorial University center (bus pickup and drop off location)		
Flat rate between St. John's International Airport and for all destinations within the following areas:		
The City of St. John's, excluding Kilbride, Goulds, Southlands and Galway		

WorkplaceNL**2026-41-T****Taxi Services within the City of St. John's and Surrounding Areas**

The City of Mount Pearl		
Kilbride, Goulds, Southlands and Galway		
The Town of Paradise		
The Town of Portugal Cove-St. Philips		
The Town of Bauline		
The Town of Pouch Cove		
The Town of Flatrock		
The Town of Torbay		
The Town of Logy Bay-Middle Cove-Outer Cove		
The Town of Petty Harbour-Maddox Cove		
Flat rate for wait times between any of the destinations listed above for the following durations:		
15-minute		
30-minutes		
60-minutes		

WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas

APPENDIX "C"

Electronic Bid Submission Instructions

1. In order to be accepted, Bids must be submitted through WorkplaceNL's posting for this opportunity on www.merx.com.
2. Bidders shall create a supplier account and be registered on www.merx.com. This will enable the Bidder to download the bid opportunity, receive addenda/addendum email notifications, download addenda/addendum, and submit their Bid electronically through the MERX website.
3. The timing of the Bid is based on when the Bid is received by the bidding system, not when the Bid is submitted by the Bidder, as transmission can be delayed by "Internet Traffic" for any number of reasons. WorkplaceNL recommends that Bidder allow for ample time to provide for uploaded Bids to be received prior to the Tender Closing Date. Bids received after the Tender Closing Date will not be accepted.
4. It is the responsibility of the Bidder to ensure that the Bid is received on time. Once registered, MERX will send a confirmation email to the Bidder if the Bid was submitted successfully. If a confirmation has not been received by the Bidder, the Bid was not uploaded correctly and it is the responsibility of the Bidder to either reload the documents or to contact MERX to resolve any issues regarding their Bid.
5. Response materials should be prepared and submitted in accordance with the instructions in the bidding system, including any maximum upload file size. Documents should not be embedded within uploaded files, as the embedded files may not be accessible or evaluated.
6. To ensure receipt of the latest information and updates regarding this opportunity via email, the onus is on the Bidder to register with MERX, create a supplier account, and sign up for notices for this opportunity.
7. Clarifications and questions received for this opportunity electronically can be submitted via the opportunity listing on www.merx.com. Questions can be submitted, and confirmation will be received to the inquiry. Responses will be answered on an individual basis or collectively at the discretion of WorkplaceNL.

**WorkplaceNL
2026-41-T
Taxi Services within the City of St. John's and Surrounding Areas**

APPENDIX "D"

Standard Form Agreement

THIS AGREEMENT made in the Province of Newfoundland and Labrador, this
day of _____, 2026.

BETWEEN: **WORKPLACE HEALTH, SAFETY AND COMPENSATION
COMMISSION**, a statutory corporation established under the
Workplace Health, Safety and Compensation Act, 2022,
SNL 2022, c. W-11.1, as amended (the “Act”)

(hereinafter called “WorkplaceNL”)

OF THE FIRST PART

AND: **<ENTER CONTRACTOR’S NAME>**

(hereinafter called the “Contractor”)

OF THE SECOND PART

(hereinafter jointly referred to as the “Parties”)

WHEREAS WorkplaceNL wishes to retain the Contractor for the purpose of
providing certain taxi services and the Contractor agrees to provide those
services upon the terms and conditions provided herein;

NOW THEREFORE THIS AGREEMENT WITNESSES that in consideration of
the mutual covenants and agreements herein contained, the Parties hereto
covenant and agree with each other as follows:

1.0 Services

1.1 WorkplaceNL shall engage the Contractor to provide and the Contractor
shall provide to WorkplaceNL the certain services listed in Schedule “A”
(the “Services”) (which is attached hereto and forms part and parcel of the

within Agreement). The Parties shall observe their respective obligations as specified in the within Agreement.

- 1.2 The WorkplaceNL Standard Terms and Conditions with the Declaration of Confidentiality/Conflict of Interest are attached hereto and form part and parcel of the within Agreement.
- 1.3 The Contractor shall not solicit services from an Injured Worker. The Contractor acknowledges that all Services shall be initiated by either the Injured Worker or WorkplaceNL. In the event that the Contractor is approached by a potential client who has not yet initiated a claim, the Contractor must inform the potential client to contact WorkplaceNL. The Contractor shall not make specific comments about claim entitlement.
- 1.4 The Contractor agrees not to communicate with Injured Workers in any manner with respect to WorkplaceNL's policies, procedures, and practices, except as expressly put forth in this Agreement. The Contractor agrees to refer Injured Workers who have questions or concerns beyond the scope of this Agreement to WorkplaceNL for information.

2.0 Payment and Reports

- 2.1 The Contractor shall invoice WorkplaceNL on a monthly basis in accordance with Schedule "B" which is attached hereto and forms part and parcel of the within Agreement.
- 2.2 As requested by WorkplaceNL, the Contractor shall furnish written reports providing details of Services provided under the Agreement and its progress in a format as specified by WorkplaceNL.

3.0 Term

- 3.1 This Agreement is for a three (3) year period commencing on <insert date> and ending on <insert date> unless terminated prior to this date in accordance with Article 23 of the WorkplaceNL Standard Terms and Conditions.

4.0 Insurance and Bonding

- 4.1 In addition to the insurance requirements outlined in the WorkplaceNL Standard Terms and Conditions, the Contractor shall, without limiting its obligation or liabilities and at its own expense, provide and maintain the following insurance in the forms and amounts acceptable to WorkplaceNL:
- (a) Automobile Liability Insurance in an amount not less than \$2,000,000 per occurrence, including insurance against accidents while at the WorkplaceNL premises. The deductibles applicable to this insurance shall not exceed Five Thousand Dollars (\$5,000) per occurrence.
- 4.2 During the term of the Agreement, the Contractor shall ensure that all drivers who perform services under the within Agreement possess a Criminal Records Screening Certificate, which is acceptable to WorkplaceNL, from the Royal Newfoundland Constabulary and any other police force having jurisdiction over the area(s) in which the driver has resided in the past five years. Upon request, the Contractor must provide copies of the said certificates to WorkplaceNL within five (5) days of the request. The Contractor must retain the certificates for a period of seven years after termination of the Agreement.

5.0 Injured Workers

- 5.1 Where WorkplaceNL has evidence regarding the compromised safety of an Injured Worker related to Services provided by the Contractor, WorkplaceNL or a representative of WorkplaceNL shall immediately notify the Contractor of same.
- 5.2 The Contractor will immediately investigate and provide written documentation to WorkplaceNL for any injury to an Injured Worker occurring during or resulting from the Services.
- 5.3 The Contractor shall immediately provide notice to WorkplaceNL of any agreement with an employer or other agency to provide any other service in relation to an Injured Worker for whom they are providing Services.

6.0 General

- 6.1 All schedules and appendices attached hereto form part of this Agreement.
- 6.2 Any unresolved disputes to this Agreement shall be referred to the arbitration of a single arbitrator, if the Parties agree upon one. If the Parties fail to reach agreement on a single arbitrator the dispute shall be submitted to the arbitration of three arbitrators, one to be nominated by each party and the third to be appointed by the two arbitrators nominated. The decision of any two of the arbitrators shall be binding. The cost of arbitration shall be borne equally by the Parties. The **Arbitration Act**, RSNL 1990, c. A-14, as amended, shall be applicable to any arbitrations in relation to the within Agreement.

- 6.3 The Parties will from time to time execute and deliver all such further documents and do all acts and things as the party may reasonably require to effectively carry out or better evidence or perfect the full intent and meaning of this Agreement.
- 6.4 The following clauses and articles shall survive the termination of this Agreement, however caused:
- 2.0 Payment and Reports
 - 6.0 General
- 6.5 WorkplaceNL hereby designates the Director of Finance or another who the Director may appoint from time to time, to administer this Agreement.
- 6.6 For the purposes of day to day contact throughout the term of this Agreement, the Contractor shall deal through the Manager, Purchasing and Facilities Management, or another who the Director may appoint from time to time.
- 6.7 The signatories of this Agreement hereby personally warrant that they have the full power and authority to enter into this Agreement on behalf of their respective principals and that the person signing this Agreement on behalf of each has been properly authorized and empowered. Each party further acknowledges that it has read this Agreement, understands, and is bound by it.
- 6.8 This Agreement may be executed in multiple counterparts, each of which when executed and delivered shall constitute a duplicate original, but all counterparts together shall constitute a single agreement. The counterparts of this Agreement may be executed and delivered by facsimile, email, or other electronic signature (including portable document format) by either of the parties and the receiving party may rely on the receipt of such document so executed and delivered electronically or by

facsimile as if the original had been received. Any party providing an electronic signature agrees to promptly execute and deliver to the other parties an original signed Agreement upon request.

- 6.9 Any notice required to be given by either party under this Agreement, unless otherwise specified herein, shall be effectively given and deemed to have been received as follows:
- (a) if delivered personally, on the day of delivery;
 - (b) if sent by ordinary, certified or registered mail, on the seventh day after mailing; and
 - (c) if faxed to the other party on the next business day.

In the event of an actual or threatened postal strike or interruption, service shall be by personal delivery or fax only. The names and addresses of the authorized representatives of the Parties are as follows:

to WorkplaceNL: Director of Finance
WorkplaceNL
146-148 Forest Road
P.O. Box 9000
St. John's, NL A1A 3B8
t 709.778.1106
f 709.778.1596

to the Contractor:

<	>
<	>
t 709<	>
f 709<	>

WorkplaceNL and the Contractor have caused this Agreement to be executed by their respective officers duly authorized in that behalf on the dates hereinafter set forth.

**WORKPLACE HEALTH, SAFETY
AND COMPENSATION COMMISSION**

Date of Signature

XXXXXXXXXX

Date of Signature

Print Name:

SCHEDULE “A”

Scope of Work

- A.01 The Contractor shall supply driver(s) (hereinafter “Drivers”) to provide taxi Services in the areas outlined in the Rate Table in Schedule “B” on a 24-hour basis. The Contractor is responsible for ensuring the complete compliance of the Drivers with all terms and conditions of this Agreement. All taxi Services must be pre-approved by WorkplaceNL and the Contractor must obtain a WorkplaceNL issued Purchase Order prior to the provision of any Services.
- A.02 The Contractor is the sole provider of taxi services for Injured Workers covered under the **Workplace Health, Safety and Compensation Act, 2022** in the areas outlined in the Rate Table in Schedule “B”, with the exception of special circumstances which will be at the discretion of WorkplaceNL.
- A.03 The Contractor is the sole provider of taxi services for administrative staff of WorkplaceNL who require transportation of a public mode to attend business appointments in the areas outlined in the Rate Table in Schedule “B” and for staff functions held in St. John’s. Advance notice of function dates and details will be provided to the Contractor by WorkplaceNL.
- A.04 The Contractor warrants that it has a minimum of five (5) years of experience providing taxi services.
- A.05 During the term of the Agreement, the Contractor shall maintain an appropriate taxi stand license in good standing as issued by the municipality(s) where the taxi stand is licensed to operate. The Contractor must provide to WorkplaceNL a copy of the taxi stand license every year on the anniversary date of the Agreement.
- A.06 The Contractor shall provide a contact person who will be accessible to WorkplaceNL during WorkplaceNL’s working hours to contact when needed.
- A.07 The Contractor shall provide taxi stand phone number(s) to be used during the term of the Agreement.
- A.08 During the term of the Agreement, the Contractor must have at least six vehicles on the taxi stand, all operating under the same taxi company name.

- A.09 During the term of the Agreement, the Contractor must have at least two Wheelchair accessible vehicles on the taxi stand, all operating under the same taxi company name.
- A.10 During the term of the Agreement, the Contractor shall ensure that Drivers maintain the appropriate drivers' license and taxi cab operators' license as issued by one of the municipalities listed in the Rate Table in Schedule "B". Upon request, the Contractor shall provide copies of the said licenses to WorkplaceNL within five (5) days of the request. The Contractor shall retain the licenses for a period of seven years after termination of the Agreement.
- A.11 Upon request, the Contractor shall supply all vehicle registrations for all vehicles which are involved in the provision of Services to WorkplaceNL within five (5) days of the request. The Contractor shall retain these records for a period of seven years after termination of the Agreement.
- A.12 Upon request, the Contractor shall supply completed taxi chits to WorkplaceNL within five (5) days of the request. The Contractor shall retain these records for a period of seven years after termination of the Agreement.
- A.13 The Contractor shall provide business cards with the company name, logo and telephone number(s) to Injured Workers for their future use.
- A.14 The Contractor's vehicles are the only taxi cabs permitted to perform Services. The Contractor is not permitted to subcontract to other taxi companies.
- A.15 During the term of the Agreement, the Contractor shall provide to WorkplaceNL proof of compliance with any municipal regulations and/or requirements that may come into effect within five (5) days of WorkplaceNL's request.
- A.16 The Contractor shall ensure that all vehicles used to perform Services:
- are less than 10 years of age;
 - are the same colour;
 - have the name of the taxi company and the taxi stand telephone number visibly legible and affixed externally to each taxi cab;
 - shall at all times be maintained in a safe, roadworthy and clean condition; and
 - are smoke-free and scent-free.
- A.17 The Contractor shall ensure that the Drivers have due regard to the safety of the passenger and at all times shall moderate their driving so as not to

cause unnecessary distress by travelling at excessive speeds or taking undue risks.

- A.18 Any or all discrepancies regarding rates or specifications must be directed through the named contact of the Contractor and shall not be discussed or voiced with the Injured Worker or WorkplaceNL's administrative staff.
- A.19 The Contractor shall register for WorkplaceNL's online portal, Connect, for purchase orders and invoicing purposes.
- A.20 The Contractor shall adhere to the **Highway Traffic Act, RSNL1990**, c. H-3 and Regulations, as amended, and the **Ambulance, Bus, School Bus, Taxi and Commercial Motor Vehicles Insurance Regulations**, Newfoundland and Labrador Regulation 999/96, as amended.

SCHEDULE “B”

B.01 Provided the Contractor has complied with all the terms, conditions and provisions of this Agreement, upon appropriate invoicing, WorkplaceNL shall pay the Contractor at the following rates for Services performed pursuant to this Agreement:

Rate Table

DESTINATIONS	FLAT RATE WITHOUT HST	HST
Flat rate for all destinations, excluding St. John's International Airport:		
Within the City of St. John's, excluding outlying areas of Kilbride, Goulds, Southlands <i>and</i> Galway		
Within the City of Mount Pearl		
Between the City of St. John's and the outlying areas of Kilbride, Goulds, Southlands and Galway		
Between the City of St. John's and the City of Mount Pearl		
Between the City of St. John's and the Town of Paradise		
Between the City of St. John's and the Town of Portugal Cove-St. Philips		
Between the City of St. John's and the Town of Bauline		
Between the City of St. John's and the Town of Pouch Cove		
Between the City of St. John's and the Town of Flatrock		
Between the City of St. John's and the Town of Torbay		
Between the City of St. John's and the Town of Logy Bay-Middle Cove-Outer Cove		
Between the City of St. John's and the Town of Petty Harbour-Maddox Cove		
Between the hotels within the City of St. John's and the Crossroads Motel & Suites (bus pickup and drop off location)		
Between the hotels within the City of St. John's and the Memorial University center (bus pickup and drop off location)		
Flat rate between St. John's International Airport and for all destinations within the following areas:		
The City of St. John's, excluding Kilbride, Goulds, Southlands and Galway		
The City of Mount Pearl		
Kilbride, Goulds, Southlands and Galway		

The Town of Paradise		
The Town of Portugal Cove-St. Philips		
The Town of Bauline		
The Town of Pouch Cove		
The Town of Flatrock		
The Town of Torbay		
The Town of Logy Bay-Middle Cove-Outer Cove		
The Town of Petty Harbour-Maddox Cove		
Flat rate for wait times between any of the destinations listed above for the following durations:		
15-minute		
30-minutes		
60-minutes		

Rate Table – Wheelchair Accessible Vans

DESTINATIONS	FLAT RATE WITHOUT HST	HST
Flat rate for all destinations, excluding St. John's International Airport:		
Within the City of St. John's, excluding outlying areas of Kilbride, Goulds, Southlands <i>and Galway</i>		
Within the City of Mount Pearl		
Between the City of St. John's and the outlying areas of Kilbride, Goulds, Southlands and Galway		
Between the City of St. John's and the City of Mount Pearl		
Between the City of St. John's and the Town of Paradise		
Between the City of St. John's and the Town of Portugal Cove-St. Philips		
Between the City of St. John's and the Town of Bauline		
Between the City of St. John's and the Town of Pouch Cove		
Between the City of St. John's and the Town of Flatrock		
Between the City of St. John's and the Town of Torbay		
Between the City of St. John's and the Town of Logy Bay-Middle Cove-Outer Cove		
Between the City of St. John's and the Town of Petty Harbour-Maddox Cove		
Between the hotels within the City of St. John's and the Crossroads Motel & Suites (bus pickup and drop off location)		

Between the hotels within the City of St. John's and the Memorial University center (bus pickup and drop off location		
Flat rate between St. John's International Airport and for all destinations within the following areas:		
The City of St. John's, excluding Kilbride, Goulds, Southlands and Galway		
The City of Mount Pearl		
Kilbride, Goulds, Southlands and Galway		
The Town of Paradise		
The Town of Portugal Cove-St. Philips		
The Town of Bauline		
The Town of Pouch Cove		
The Town of Flatrock		
The Town of Torbay		
The Town of Logy Bay-Middle Cove-Outer Cove		
The Town of Petty Harbour-Maddox Cove		
Flat rate for wait times between any of the destinations listed above for the following durations:		
15-minute		
30-minutes		
60-minutes		

- B.02 The Contractor shall invoice WorkplaceNL indicating the times, dates, pick up and drop off locations, and number of minutes of wait time. The invoice will specify if a wheelchair accessible van was requested on the purchase order. The Contractor shall only be paid for those trips and wait times authorized via purchase order and worked in accordance with this Agreement. WorkplaceNL will only pay the Contractor at the wheelchair accessible van rate when the wheelchair accessible van has been specifically requested on the purchase order issued by WorkplaceNL.
- B.03 WorkplaceNL will consider an increase to the quoted rates of the Contractor only in the event of a taxi rate increase approved by the City of St. John's as an amendment to By-Law No. 1462, St. John's Taxi By-Law, Tariff of Fares Schedule. Prior to the effective date of the rate increase, the Contractor must provide WorkplaceNL with notice, as publicly announced, including the effective date and supporting documentation from the City of St. John's. Notice provided to WorkplaceNL after the effective date will only be applied as effective on the date that the notice is received by WorkplaceNL.

STANDARD TERMS AND CONDITIONS

1. Agreement - This Agreement includes the following documents and any conflict between the documents shall be resolved by giving priority to the documents in the order as they appear:

- (a) executed agreement between WorkplaceNL and the Contractor to which this document is appended (if applicable);
- (b) WorkplaceNL Confidentiality Schedule (if applicable);
- (c) WorkplaceNL Standard Terms and Conditions;
- (d) Declaration(s) of Confidentiality/Conflict of Interest;
- (e) procurement documents (including purchase orders) issued by WorkplaceNL; and
- (f) Contractor's bid, proposal or quote.

This Agreement constitutes the whole agreement of the parties relative to the purchase of Services from the Contractor by WorkplaceNL and supersedes all prior negotiations, representations, or agreements, either written or oral.

2. Services – Services means all goods, materials and/or services required under this Agreement.

The Contractor shall provide the Services. WorkplaceNL is responsible for the evaluation of the scope and suitability of the Services provided by the Contractor.

3. Independent Contractor Status - The Contractor is an independent contractor as to all Services. Neither the Contractor, its employees, officers, directors, associates nor approved sub-contractors, if any, are to be construed as constituting employees, agents, or representatives of WorkplaceNL. As an independent contractor, the Contractor assumes all legal and contractual obligations arising out of the performance of the Services.

The Contractor shall not enter into any contract or commitment in the name of or on behalf of WorkplaceNL, or bind WorkplaceNL in any respect or make statements or representations of any kind or take any other actions that would be binding on WorkplaceNL except as specifically provided in this Agreement.

The Contractor shall be fully responsible for any and all employee benefits to be provided to the Contractor's employees. Neither the Contractor nor its employees, officers, directors, associates or approved sub-contractors shall be entitled to participate in or receive any benefits whatsoever from WorkplaceNL as a result of performing Services. The Contractor is solely responsible for deducting the appropriate withholdings from the Contractor and its employees' pay cheques and for the remittance of such withholdings to the appropriate regulatory body as required by law.

Prior to commencing provision of Services, the Contractor shall provide to WorkplaceNL a list of employees, officers, directors, associates and approved sub-contractors assigned to perform the Services including their job titles and qualifications for the provision of Services. The employees, officers, directors, associates and sub-contractors assigned to perform Services shall not change except with prior written consent of WorkplaceNL.

WorkplaceNL may, in its sole discretion, request that any employee, officer, director, associate or approved sub-contractor of the Contractor be prohibited from the performance of Service and/or from access to any files and/or to WorkplaceNL's premises, and the Contractor shall immediately comply with this request. The Contractor hereby releases and forever discharges and holds harmless WorkplaceNL from any costs, claims, losses, and damages of any kind whatsoever based on negligence, defamation, wrongful discharge/dismissal or otherwise which the Contractor may suffer, sustain, pay or incur as a result of any actions under this paragraph and will indemnify, defend and hold harmless WorkplaceNL against any third party claims based on actions hereunder.

4. Sub-Contractor - Without the prior written consent of WorkplaceNL, the Contractor shall not sub-contract any part of the Services, assign or transfer any interest, or delegate any responsibility arising out of this Agreement, to anyone other than the approved employees, officers, directors, associates,

or sub-contractors of the Contractor in accordance with the provisions of this Agreement. Prior to approval of a sub-contractor, the Contractor must establish to the satisfaction of WorkplaceNL, that the sub-contractor also meets the requirements of this Agreement.

5. Payment - Provided the Contractor has complied with all terms, conditions and provisions of this Agreement, WorkplaceNL shall make payments to the Contractor of those fees as set forth in this Agreement, following appropriate invoicing by the Contractor. WorkplaceNL shall not be liable to the Contractor for any other costs or expenses, unless such costs or expenses are approved in advance and in writing by WorkplaceNL, or are specifically set out in this Agreement. The Contractor shall submit expense claims in a format acceptable to WorkplaceNL.

WorkplaceNL shall effect payment of invoices within thirty (30) days of receipt of an acceptable invoice by WorkplaceNL provided that the amounts so billed are correct and properly payable under this Agreement. All invoices shall include the Contractor's registration number for Harmonized Sales Tax (HST) and shall separately identify the amounts of such tax. Payment of invoices may be delayed through failure of the Contractor to identify the registration number and the amount of HST. The Contractor shall maintain records sufficient to verify invoices submitted to WorkplaceNL and WorkplaceNL shall not be responsible for reconciliation and/or review of incorrect bookkeeping by the Contractor.

WorkplaceNL will not pay interest on late or overdue accounts.

Payment for Services shall be made by direct deposit. The Contractor shall supply the necessary banking information to WorkplaceNL within seven (7) working days of awarding the contract.

Purchase orders and notices of payments will be forwarded to the Contractor from WorkplaceNL. The Contractor shall supply facsimile information to WorkplaceNL within seven (7) working days of awarding the contract.

Services which have been performed prior to the issuance of a purchase order shall not be invoiced to WorkplaceNL. Only Services rendered within the date range delineated on the purchase order will be paid by WorkplaceNL.

The Contractor shall only submit an invoice for payment once. If the Contractor has not received payment for an invoice, the Contractor may contact the Accounts Payable Department of WorkplaceNL but it shall not resubmit the invoice unless expressly requested by WorkplaceNL. If the Contractor sends a Statement of Account, it shall be clearly marked "Statement of Account" at the top of the page.

6. Set-Off - At its sole option and without notice to the Contractor, WorkplaceNL shall have the right to set-off any amount due to WorkplaceNL by the Contractor under this Agreement or otherwise against any amount due and owing by WorkplaceNL to the Contractor under this Agreement.

7. Non-exclusive - This Agreement does not create an exclusive relationship between the Contractor and WorkplaceNL. WorkplaceNL may also, at any time, retain other contractors to perform work in relation to the Services or any changes or additions to such Services. The Contractor is free to, and it is anticipated that the Contractor will, engage with other clientele in addition to its engagement herein with WorkplaceNL.

8. Conflict of Interest – Conflict of interest includes, but is not limited to, any situation or circumstance where in relation to the Services, the Contractor's other commitments, relationships, financial interests (i) could, or could be seen to, exercise an improper influence over the objective, unbiased, and impartial exercise of its independent judgement; or (ii) could, or could be seen to, compromise, impair, or be incompatible with the effective performance of its contractual obligations. The Contractor shall not provide Services if the Contractor is in a conflict of interest. The Contractor shall not permit any actual, possible or perceived conflict of interest between the interest of WorkplaceNL and/or its clients and the interest of the Contractor.

STANDARD TERMS AND CONDITIONS

The Contractor shall immediately disclose any such conflict of interest to WorkplaceNL in writing. WorkplaceNL shall, in its sole discretion, determine if an actual, possible or perceived conflict of interest exists and determine the appropriate course of action to be taken by WorkplaceNL and/or the Contractor. WorkplaceNL's decision in this regard shall be final and conclusive.

The Contractor:

- (a) shall conduct all duties related to this Agreement with impartiality;
- (b) shall not influence, seek to influence, or otherwise take part in a decision of WorkplaceNL and/or WorkplaceNL's client, knowing that the decision might further its private interests;
- (c) shall not offer, solicit, receive or accept any communication, discount, allowance, payment, gift, or other benefit that is connected, directly or indirectly, with the performance of any Services, that causes, or would appear to cause, a conflict of interest; and
- (d) shall have no financial interest in the business of a third party that causes, or would appear to cause, a conflict of interest in connection with the performance of any Services.

9. Confidentiality - All data and information of or concerning WorkplaceNL, WorkplaceNL clients, or of third parties to whom WorkplaceNL owes a duty of confidence, obtained by the Contractor, its employees, officers, directors, associates, and/or approved sub-contractors, is:

- (a) to be treated as confidential;
- (b) to be used only to supply or perform Services to WorkplaceNL pursuant to this Agreement;
- (c) not to be reproduced or disclosed to anyone other than WorkplaceNL personnel as required in the performance of this Agreement;
- (d) not to be removed from the offices of WorkplaceNL without prior written consent of WorkplaceNL;
- (e) to be delivered to WorkplaceNL without cost forthwith upon demand, including all copies and records of same; and
- (f) to be protected by making reasonable security arrangements against such risks as unauthorized access, collection, use, disclosure, disposal, and disaster.

Nothing in the Agreement will prohibit or limit either Party's use or disclosure of information (including, but not limited to, ideas, concepts, knowledge, techniques, and methodologies) which is:

- (a) previously known to it without an obligation of confidence;
- (b) independently developed by or for it;
- (c) acquired by it from a third party which is not under an obligation of confidence with respect to such information; or
- (d) required by law. In the case of a disclosure required by law, the Contractor shall notify WorkplaceNL in writing prior to the disclosure to provide an opportunity to restrain the disclosure.

The Contractor will notify WorkplaceNL both verbally and in writing in the event of any unauthorized access to or disclosure of data or information.

The Contractor acknowledges that WorkplaceNL is bound by the terms of the **Workplace Health, Safety and Compensation Act, 2022**, SNL 2022, c. W-11.1, as amended (the "**Act**"), the **Access to Information and Protection of Privacy Act, 2015**, SNL 2015, c. A-1.2, as amended ("**ATIPPA**"), the **Management of Information Act**, SNL 2005, c. M-1.01, as amended, the **Privacy Act**, RSNL 1990, c. P-22, as amended, and the **Personal Health Information Act**, SNL 2008, c. P-7.01, as amended ("**PHIA**"), and agrees to abide strictly by the terms of these and any other applicable laws and professional standards respecting the collection, use and disclosure of data or information that the Contractor, its employees, officers, directors, associates, and/or approved sub-contractors, could become exposed to directly or indirectly during the performance of Services. WorkplaceNL may be compelled to disclose data or information pursuant to **ATIPPA**.

The Contractor shall observe all requirements, standards and protocols of WorkplaceNL, relating to confidentiality, conflict of interest, and collection, storage, transfer, copying, modification, use, disclosure and disposition of

information. The Contractor shall comply with the provisions of the attached "Declaration of Confidentiality/Conflict of Interest" and shall ensure compliance of the Contractor's employees, officers, directors, associates, and/or approved sub-contractors with the provisions of the said Declaration of Confidentiality/Conflict of Interest. The Contractor shall provide to WorkplaceNL the said Declaration of Confidentiality/Conflict of Interest which has been executed by the Contractor or an officer or director of the Contractor.

Without limiting the generality of the foregoing, the Contractor acknowledges that WorkplaceNL shall have the right to obtain injunctive relief for violation of the terms of the clause. All those carrying out this Agreement on the Contractor's behalf are subject to this Agreement and may be liable to suit by WorkplaceNL for breaching this clause.

When deemed appropriate by WorkplaceNL, in its sole discretion, WorkplaceNL may also require the Contractor and its employees, officers, directors, associates, and/or approved sub-contractors to comply with the WorkplaceNL Confidentiality Schedule. The Contractor must initial the WorkplaceNL Confidentiality Schedule which will form part and parcel of this Agreement.

10. Ownership of Information - All materials, data, designs, plans, drawings, specifications, research, reports, notes, estimates, summaries, calculations, surveys, papers, completed work, and work in progress and such other information and materials or parts thereof as are compiled, drawn and produced by the Contractor in performing the Services, including without limitation computer printouts and computer models and all copyrights thereto and all patents, trademarks and industrial designs arising therefrom are the sole and exclusive property of WorkplaceNL and the contents thereof are privileged and confidential. Nothing in the Agreement shall give the Contractor a right, however arising, to assert any lien, claim, demand, property right, remedy or security right of any kind over the information provided to the Contractor pursuant to the terms of the Agreement. The Contractor acknowledges that WorkplaceNL's right to this information shall at all times be paramount to any rights of the Contractor, at law or in equity, and that the Contractor's remedies against WorkplaceNL for WorkplaceNL's breaches under the Agreement do not include the right to deprive WorkplaceNL of access to WorkplaceNL's information in the Contractor's possession.

11. Access to Information - WorkplaceNL is subject to the **ATIPPA** and consequently the public has a right of access to WorkplaceNL's records. WorkplaceNL shall not be liable for any claims, costs, losses or damages experienced by the Contractor as a result of WorkplaceNL's release of information to another party pursuant to the provisions of **ATIPPA** or due to any other legal requirements.

12. Warranty and Liability - The Contractor represents, warrants and covenants that:

- (a) the information contained in its bid, proposal or quote is true and accurate;
- (b) all equipment supplied meets and is operated in accordance with the manufacturer's specifications and applicable regulatory requirements;
- (c) all Services provided are free from any defects in design, materials and workmanship, and that the Services fully comply with specifications and are suitable and fit for its intended purpose;
- (d) the supply of Services will not infringe any patent, trademark or copyright;
- (e) the Contractor provides good and clear title to the Services to WorkplaceNL;
- (f) the Contractor, its employees, officers, directors, associates and approved sub-contractors have the necessary skills, expertise, materials and experience, are qualified in the safe work procedures and operations of equipment, and shall provide and perform the Services in accordance with the provisions of this Agreement;
- (g) the Contractor shall provide and perform the Services in accordance with all applicable law and professional standards, and in a skilful, safe, efficient and professional manner satisfactory to WorkplaceNL;

STANDARD TERMS AND CONDITIONS

- (h) the Contractor, its employees, officers, directors, associates and approved sub-contractors shall comply with all safety and security rules and workplace policies and procedures in effect from time to time while using or accessing WorkplaceNL's premises, assets, and/or resources;
- (i) the Contractor, its employees, officers, directors, associates, and/or approved sub-contractors will not commence work while under the influence of alcohol, marijuana or illegal drugs;
- (j) the Contractor, its employees, officers, directors, associates, and/or approved sub-contractors shall comply with the **Occupational Health and Safety Act**, RSNL 1990, c. O-3, and the Regulations thereto, as amended; and
- (k) if the Contractor is carrying on an undertaking in the Province of Newfoundland and Labrador, the Contractor will during the term of this Agreement continue to be registered and authorized to carry on business in compliance with the laws of the Province of Newfoundland and Labrador.

The Contractor shall supply all labour, materials, and supervision to complete the Services in accordance with the Agreement. The Contractor shall obtain all permits and licences, pay such fees, and give all notices necessary for the lawful performance of the Services. Except as otherwise specifically stated in this Agreement, all facilities and equipment required for the provision of the Services shall be provided by the Contractor and shall remain the property and responsibility of the Contractor.

The Contractor is fully and solely responsible for the actions of the Contractor and its employees, officers, directors, associates, and/or approved sub-contractors in performance of the Services and to ensure compliance with this Agreement. WorkplaceNL's approval of employees, officers, directors, associates, or sub-contractors does not relieve the Contractor of the Contractor's responsibilities under this Agreement.

13. Indemnity - The Contractor shall indemnify and hold harmless WorkplaceNL from and against all claims, actions, losses, expenses, costs and direct damages of every nature and kind whatsoever which WorkplaceNL or its employees, officers, directors, associates, or agents may suffer where the same are based upon or arise out of anything done or omitted to be done by the Contractor or its employees, officers, directors, associates, and/or approved sub-contractors.

14. Insurance - The Contractor shall, at its own expense and without limiting its liability herein, insure its operations under a contract of General Liability Insurance, with an insurer licensed in Newfoundland and Labrador, in an amount not less than Two Million Dollars (\$2,000,000) per occurrence, with an annual general aggregate, if any, of not less than Four Million Dollars (\$4,000,000) for each of its locations, insuring against any and all bodily injury, personal injury and property damage including loss of use thereof. Such insurance shall include blanket contractual liability and shall be in effect for the duration of the Agreement and any extensions or renewals. The deductibles applicable to the insurance required shall not exceed Five Thousand Dollars (\$5,000) per occurrence.

Certificates of insurance shall be provided to WorkplaceNL prior to the provision of Services under this Agreement and within thirty (30) days of any insurance renewal. All insurance called for under this Agreement shall be endorsed to provide WorkplaceNL with thirty (30) days advance written notice of cancellation, failure to renew or material change (material defined as any change restricting or reducing required coverage). WorkplaceNL may, at any time, request certified true copies of the policies and they shall be provided within fourteen (14) working days of the request. All insurance called for under this Agreement shall be primary insurance and shall not require the pro rata sharing of any loss by WorkplaceNL or any insurer of WorkplaceNL.

15. Good Standing and Safety - If the Contractor is engaged in, about or in connection with an industry in the province of Newfoundland and Labrador under the **Act**, prior to commencing provision of Services and during the term of this Agreement, the Contractor and any approved sub-contractors must be registered as an employer or have independent operator coverage under the

Act, must be in good standing with WorkplaceNL, and shall comply with the **Act** and the Regulations thereto, as amended. The Contractor authorizes WorkplaceNL to obtain confirmation of the same.

16. Performance Standards

Time is of the essence in the performance of the Agreement.

WorkplaceNL may notify the Contractor of any deficiencies, and in the event that the Contractor has failed to rectify the deficiencies within the time allocated by WorkplaceNL, WorkplaceNL may, at its discretion, obtain the Services, complete the work or rectify the deficiencies to its satisfaction and shall be entitled to deduct and set-off the costs of such work or rectification from any moneys due to the Contractor.

WorkplaceNL shall not be obligated to make any payments for Services rendered by the Contractor to remedy errors or omissions for which, in the reasonable opinion of WorkplaceNL, the Contractor is responsible.

17. Inspection - All Services are subject to final inspection and acceptance by WorkplaceNL. Services failing to conform to the specifications of this Agreement will be held at the Contractor's risk and may be returned to the Contractor. If so returned, all related costs are the responsibility of the Contractor. Services failing to conform to specifications of the Agreement may result in WorkplaceNL making adjustments to invoices.

18. Non-waiver - Mere acceptance of shipment of the Services specified and any inspection thereto by WorkplaceNL, shall not alter, limit or affect the obligations of the Contractor or the rights of WorkplaceNL herein or at law.

19. Title and Risk - Title to Services shall not pass to WorkplaceNL until delivered to a WorkplaceNL location and until such time shall be at the sole risk of the Contractor.

20. Canadian Standards Association (CSA) Approval - The Contractor shall ensure that all electrical, materials, hardware and assemblies supplied under the Agreement are fully CSA approved.

21. Workplace Hazardous Materials Information System (WHMIS) - When dealing with materials designated as hazardous, the Contractor shall ensure all goods and materials are provided with appropriate labels and material safety data sheets where required by WHMIS legislation.

22. Changes - WorkplaceNL, without invalidating the Agreement, may alter, add to or delete from the work, the Agreement sum being adjusted accordingly provided the Contractor has agreed to the same in writing. All such changes shall be governed by the conditions of the original Agreement. Any changes and unforeseen extras must be documented by change orders and approved by WorkplaceNL prior to proceeding. Supplementary invoices not supported by change orders will not be honored. The Contractor must notify WorkplaceNL of changes in the Contractor's policy or organization that affects its ability to meet its obligations outlined in the Agreement.

23. Termination - This Agreement may be terminated at any time by the mutual consent of the Parties.

WorkplaceNL may terminate this Agreement at any time, without cause, by giving thirty (30) calendar days written notice to the Contractor. WorkplaceNL shall not be subject to a claim for damages by the Contractor for any such termination.

WorkplaceNL may, in addition to and not in lieu of any other right or remedy available, at law or in equity, on the terms outlined in this paragraph terminate this Agreement at any time without notice, for cause and without compensation to the Contractor should:

- (a) the Contractor, its employees, officers, directors, associates, and/or approved sub-contractors be in breach of any provision of this Agreement;
- (b) WorkplaceNL determine, in its sole discretion, that the Services are being provided in a manner inconsistent with this Agreement;

STANDARD TERMS AND CONDITIONS

- (c) the Contractor fail to make adequate progress in the performance of the Agreement, or alternatively, an indication by the Contractor that they cannot or will not meet any or all of the requirements of the Agreement;
- (d) WorkplaceNL determines, in its sole discretion, that the invoicing practices of the Contractor are unsatisfactory or improper; or
- (e) the Contractor becomes insolvent or bankrupt or makes an assignment for the benefit of creditors or receivers appointed of its business, or a voluntarily or involuntary petition in bankruptcy is filed, or proceedings for the reorganization or winding up of the Contractor is instituted.

WorkplaceNL may terminate the Agreement immediately or may provide the Contractor with written notice of the above noted default and provide the Contractor an opportunity to rectify the said default within 72 hours. If the default is not rectified to the satisfaction of WorkplaceNL within 72 hours, then WorkplaceNL can proceed to terminate this Agreement, for cause, without further notice.

Where this Agreement is terminated, either by mutual consent or otherwise, the Contractor shall, without any further fee or cost whatsoever to WorkplaceNL:

- (a) upon the effective date of termination of this Agreement cause all Services being provided under this Agreement to be discontinued, unless WorkplaceNL has provided its express, written consent to the continuation of Services; and
- (b) within thirty (30) working days of the effective date of termination, provide all work product and all final invoices for Services completed to the date of termination pursuant to this Agreement. The obligations of WorkplaceNL to make payment to the Contractor shall continue for Services performed up to and including the date of termination but do not continue beyond that time period. If the Agreement stipulates a lump sum payment, any such payment for Services performed shall be valued proportionately to the value of the contract.

The Contractor shall not be entitled to any other payment in respect of such termination including, without prejudice to the generality of the foregoing, any payment for any consequential loss or damage or loss of profits arising from termination of this Agreement or in any other way related thereto.

24. Force Majeure – Neither the Contractor nor WorkplaceNL shall be deemed to be in default of its obligations under this Agreement, if, and for as long as, any delay or non-performance is directly or indirectly caused by or results from events of Force Majeure beyond the reasonable control of that party. These events shall include, but not be limited to, strikes or other labour disturbance, riots, civil disturbances, wars, fires, explosions, floods, acts of God, epidemics, pandemics and acts of any government or branch or agency thereof. The performance of this Agreement shall resume as soon as practicable after force majeure has ceased.

Force Majeure shall not include the following:

- (a) late delivery of equipment or materials caused by congestion at a manufacturer's plant or elsewhere, an oversold condition of the market, inefficiencies, or similar occurrences; and
- (b) late performance by a sub-contractor(s) unless the delay arises out of a Force Majeure occurrence in accordance with this clause.

25. Records and Audit - The Contractor shall maintain appropriate records and files in relation to the Services provided under this Agreement for seven (7) years, at which time the Contractor will destroy any and all copies and versions of the said records and files. The Contractor will retain copies of the records and files only to the extent required by law and applicable professional standards. The Contractor shall provide a copy of the said records and files within seven (7) working days of receipt of a written request from WorkplaceNL.

In addition to any other rights of inspection or audit that WorkplaceNL may have under this Agreement or under statute, WorkplaceNL or a person

authorized by WorkplaceNL, may, at any reasonable time and upon reasonable notice to the Contractor, inspect, audit and evaluate the Contractor's compliance with the terms of this Agreement, including but not limited to compliance with Service and invoice obligations, privacy, security and information management, under this Agreement through any means including but not limited to the following means:

- (a) on-site visit and examination of records and files, and inspection of electronic devices upon WorkplaceNL's request;
- (b) observation of the performance of the Services in progress;
- (c) full access to records and files and the ability to make copies of the record; and
- (d) oral or written communication pertaining to Services with any clients, employees, associates, directors, officers, agents and approved sub-contractors of the Contractor.

Notwithstanding any other provision of this Agreement, WorkplaceNL shall not be responsible for the Contractor's costs or fees associated with compliance with this section.

26. General - The paragraph headings shall not be considered in interpreting the text.

27. Invalid or Unenforceable Provision - If any term or provision of this Agreement is found to be illegal, invalid, or unenforceable, notwithstanding this Agreement may, at WorkplaceNL's option, remain in full force and effect and such term or provision shall be deemed removed from this Agreement and the remaining provisions form a valid agreement.

28. Waiver - Any waiver of, or consent to depart from, the requirements of any provision of this Agreement shall be effective only if it is in writing and signed by the party giving it, and only in the specific instance and for the specific purpose for which it has been given. Failure on the part of any party to exercise, and/or delay in exercising, any right under this Agreement shall not operate as a waiver of such right. No single or partial exercise of any such right shall preclude any other or further exercise of such right or the exercise of any other right.

29. Governing Law - This Agreement shall be governed by and interpreted in accordance with the laws of the Province of Newfoundland and Labrador, and the forum for all disputes shall be the Courts of the Province of Newfoundland and Labrador.

30. Survival of Obligations – All the obligations of the Contractor under this Agreement, including but not limited to independent contractor status, confidentiality, warranty and liability, records and audit, termination, indemnification and insurance provisions, shall survive the termination or completion of this Agreement.

31. Promotion - The Contractor shall not associate WorkplaceNL in any advertising or other promotional materials or messages associated with it without WorkplaceNL's prior written consent. The Contractor, its employees, officers, directors, associates and/or approved sub-contractors shall not approach WorkplaceNL personnel, to in any way promote the business of the Contractor.

32. Enurement – Subject to the express limitations set out in the Agreement, this Agreement shall enure to the benefit of and be binding upon the respective heirs, executors, administrators, successors and permitted assigns of the Parties.

33. Agreement Amendment - The Agreement may only be modified by a written agreement signed by persons duly authorized by the Contractor and WorkplaceNL.

STANDARD TERMS AND CONDITIONS

DECLARATION OF CONFIDENTIALITY/CONFLICT OF INTEREST

As a Contractor to WorkplaceNL, _____, its employees, officers, directors, associates and/or approved sub-contractors (collectively, the "Company") will perform Services pursuant to the Agreement between the Contractor and WorkplaceNL. All information of or concerning WorkplaceNL, WorkplaceNL clients, or of third parties to whom WorkplaceNL owes a duty of confidence, that is received or obtained by the Company in the course of performing the Services, either directly or indirectly, is Confidential Information.

As a Contractor, I _____, (name), an officer or director of the Company, hereby swear (or affirm) on behalf of the Company:

1. I have read and understand the following documents and shall comply with all terms and conditions outlined therein:
 - WorkplaceNL Policy GP-01, Information Protection, Access and Disclosure;
 - WorkplaceNL Standard Terms and Conditions; and
 - WorkplaceNL Confidentiality Schedule (if attached to the Agreement).
2. I will comply with all professional standards and all obligations imposed under any applicable privacy laws, which may include the **Access to Information and Protection of Privacy Act, 2015**, SNL 2015, c. A-1.2, as amended ("**ATIPPA**"), the **Management of Information Act**, SNL 2005, c. M-1.01, as amended, the **Privacy Act**, RSNL 1990, c. P-22, as amended, and the **Personal Health Information Act**, SNL 2008, c. P-7.01, as amended ("**PHIA**").
3. I shall not collect, use, or retain, or disclose any Confidential Information whatsoever except to the extent necessary to perform Services, which shall be limited to the minimum amount of information necessary to accomplish the purpose. Further, I acknowledge and agree that these obligations continue indefinitely, beyond the completion of the Agreement.
4. When required, I shall return to WorkplaceNL any and all Confidential Information obtained in the course of performing Services. Upon termination of the Company's relationship with any employees, officers, directors, associates, and/or approved sub-contractors, or when required, I will ensure the return to the Company of any and all Confidential Information obtained in the course of performing Services. I will retain copies of Confidential Information only to the extent required by law and applicable professional standards.
5. I will immediately notify WorkplaceNL if the Company becomes aware of a breach or possible breach of confidentiality, whether the awareness of the breach is by an employee, officer, director, associate, and/or approved sub-contractor or any other party that the Company may engage to assist in any part of the performance of Services.
6. I will communicate WorkplaceNL's confidentiality and conflict of interest requirements to the Company's employees, officers, directors, associates, and/or approved sub-contractors and I will bind them to comply with those requirements and sign an oath which addresses the principles of confidentiality contained therein. I acknowledge and agree that the Company is fully and solely responsible for the actions of the Company and its employees, officers, directors, associates, and/or approved sub-contractors to ensure compliance with WorkplaceNL's confidentiality and conflict of interest requirements.
7. I will not permit any actual, possible or perceived conflict of interest between the interests of WorkplaceNL and/or its clients and the interests of the Company, and will immediately disclose any such conflict to WorkplaceNL in writing.
8. In particular, the Company is aware of its obligation:
 - to comply with the requirements of applicable legislation to protect the confidentiality of Confidential Information and the privacy of the individuals who are the subject of that information;
 - to protect the confidentiality of the information that is in the Company's custody or control and the privacy of any individual who is the subject of that information;
 - to provide for the secure storage, retention and disposal of Confidential Information to minimize the risk of unauthorized access to or disclosure of the Confidential Information.

SWORN/AFFIRMED at _____,
in the Province of _____, this
_____ day of _____, 20____, before me:

Commissioner of Oaths

Signature of Individual

Print Name