



**2023**

# ANNUAL REPORT

Celebrating Partnerships and Hard Work



AgSafeBC.ca



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# About AgSafe

## AgSafe is...



British Columbia's **Agriculture** Safety Association.



The **COR Certifying Partner** for employers in the British Columbia agriculture industry.

## Vision

Agriculture in B.C. free from workplace injury, illness and death.

## Mission

AgSafe strives to create a safe and healthy work environment in B.C. agriculture through outreach and an active program of education, training and consultation in all regions of the province.

## Values

Leadership in health and safety to support the success and sustainability of agriculture by:

- Demonstrating our passion for both health and safety and agriculture.
- Fostering productive relationships and working together.
- Providing expertise in agriculture workplace health and safety.
- Acting with integrity in all we say and do.
- Embracing and supporting the diversity of our communities.
- Effectively delivering resources and services in innovative and creative ways.



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# Governance

## Letter from the Chair

Being the Chair of the AgSafe Board of Directors for the past two years, I've been in a position to witness first-hand the hard work at all levels that goes into making this organization successful.

I am fortunate to be on a board that has vision and members, past and present who practice diligence. It was a true pleasure to work with former Board member Andrea van Iterson, and to welcome Tony DeGroot as the newest member.

A board of directors is only as successful as the people who do the front line work. Under the guidance of our Executive Director, Wendy Bennett and the senior management team of Reg Steward, TJ Garcha and Ruman Sandhu the AgSafe office and field staff continue to move our vision and initiatives forward bringing our resources directly to our members.

Our connections with other agricultural industry partners and stakeholders have grown stronger this past year. The result is that we have gained significant support for our initiatives from associations such as BC Agriculture Council and Investment Agriculture Foundation, and build on our collaborative efforts with WorkSafe-BC to keep farmers safe.

Agriculture is a demanding and often unpredictable industry. That is why we continue to expand and enhance our valuable resources. We are supporting our community with impactful and practical resources for mental health and emergency preparedness and response. We are supporting employers to go beyond compliance with the safety Certificate of Recognition (COR) program, to help them make safety an everyday part of doing business.

This year we launched the AgSafe Cares Charitable Foundation. Creating this foundation will help AgSafe qualify for additional funds to better meet the needs of farmers recovering from unforeseen emergency circumstances such as wildfires and floods.

It has been another year of making strong inroads and advances in key areas for the organization and the team. I am proud to be a part of these successes and a group of passionate individuals doing important work.

**David Nguyen**  
Chair, AgSafe Board of Directors



**David Nguyen**  
Chair, AgSafe Board of Directors

## Board of Directors

AgSafe's Board is a diverse leadership team with a passion for safety and is the voice of safety in the agriculture industry. We are here to make a difference in the lives of all people involved in agriculture in an effort to make sure that everyone can go home healthy at the end of the day.

In 2023, the AgSafe Board continued to move forward on the development, implementation and review of new and existing initiatives, resources and programs.

This year the Board welcomed Tony DeGroot. Tony is a career dairy farmer and owner of Tonesa Holsteins. Tony takes the director position of outgoing member Andrea van Iterson. We thank Andrea for her commitment and devotion to agricultural workplace safety.

### 2023 Board of Directors

**David Nguyen, Chair**

**Krista Harris, Vice Chair**

**Hugo Velazquez, Treasurer**  
(Worker Representative)

**Jennifer Ross, Secretary**  
(Agriculture/Safety Interest)

**Ajay Randhawa, Director**  
(Young Farmer)

**Paula Baxter, Director**

**Tony DeGroot, Director**



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## Letter from the Executive Director

2023 was a very eventful year for AgSafe. It was a year of building strong relationships across the agriculture industry and of recognition for AgSafe and our team.

This year I am excited to announce that AgSafe earned the Fraser Valley Cultural Diversity Award for Innovative Initiatives. Reflecting the diversity in British Columbia's agriculture industry, AgSafe endeavours to provide resources in various formats and languages for employers and employees to use to work together. Thank you to our team for the work they put into developing valuable safety resources for our entire community.



**Wendy Bennett, MBA CRSP**  
AgSafe Executive Director

Mental Wellness in Agriculture is proving to be an important initiative. AgSafe helped provide hundreds of hours of counselling support for farmers throughout the province in English, Spanish and Punjabi. We partnered with Do More Ag to speak at industry events and to groups about mental health and preventing burnout. The Canadian Mental Health Association BC has joined us in partnership again to prepare the launch of the AgLife Connector Network, and we were invited to participate in the inaugural Circle of Care Summit, a national group supporting farmers' mental health.

The Mantengo resources were officially launched in February. Mantengo is a collection of mental and physical wellness resources and materials in support of B.C.'s Spanish speaking agricultural workers and includes "Cooking With Rita", a series of Spanish language nutritional meal preparation videos. The series was created by AgSafe Consultant, Rita Carrington who works directly with the Spanish speaking guest worker community.

Our team has also developed and updated packages for worker orientation, task management, musculoskeletal injury and slips, trips, falls. We continue to produce professional videos for safety orientation and awareness.

This year the AgSafe Cares Charitable Foundation was established. While working to support producers in their recovery from the 2021 floods and multiple years of wildfires, we recognized a gap in the provision of safety resources, supplies and mental health support required for the recovery process. Establishing this foundation will allow us to qualify for additional funding opportunities to better support farmers in need during times of stress and/or crisis.

The year wrapped up with an invitation to speak at the 23rd World Congress on Safety and Health at Work. The event was held in Sydney, Australia and AgSafe discussed the importance of support and wellness of guest workers in British Columbia. What we learned from other representatives is that the challenges we face, and the concerns we have, are not unique to B.C. or agriculture.

The AgSafe team is dynamic and this year we welcomed Tyler Bartels, Safety Consultant for the Peace Region and Freddy Ta, Safety Advisor in the Lower Mainland. Byron Noel and Lennea Durant moved on to new adventures, and I wish them both all the best. As always, I am thankful for our amazing team!

**Wendy Bennett**  
AgSafe Executive Director



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# 2023 Year in Review

AgSafe Cares Charitable Foundation was established this year and will help our organization better meet the needs of those experiencing stress or crisis. The Foundation's purpose is to facilitate access to the resources needed to maintain and improve mental health, and to provide disaster relief to those agricultural producers, workers and families affected by emergencies, catastrophes or natural disasters.

Throughout the year AgSafe worked with provincial, national and international partners to develop and improve tools and resources to keep agricultural producers safe and healthy, and supported others in their leadership of health and safety initiatives. AgSafe cemented working relationships with organizations and individuals on issues such as mental wellness, emergency preparedness, response and recovery, and guest worker resources.

Overall, AgSafe made significant strides in many areas over the past year earning recognition for work in various areas from organizations involved in agriculture and industry safety.

## Highlights



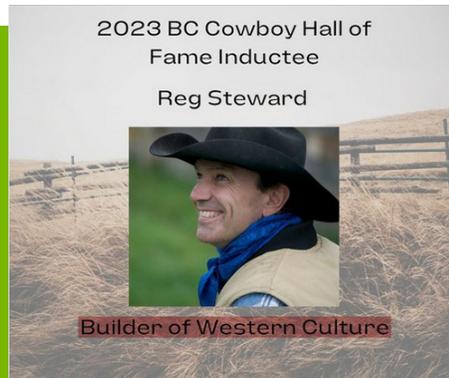
Canadian Centre for Agricultural Wellbeing (CCAW) Circle of Care Summit 2023



Wendy Bennett presented as part of the Blurred Lines: Challenging the Boundaries of OSH panel at the 23rd World Congress on Safety & Health in Sydney, Australia



Wendy Bennett meeting with Hon. Pam Alexis, B.C. Minister of Agriculture and Food



Reg Steward, Superintendent of Operations inducted into the BC Cowboy Hall of Fame in the Builder of Western Culture category



AgSafe receives the Fraser Valley Cultural Diversity Award 2023 award for Innovative Initiative



Emily Kerr named to the inaugural Canadian Occupational Safety Young Achievers list



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## Welcome to the AgSafe Team

The AgSafe team of professionals continues to change and grow. This year we were fortunate to welcome the following individuals to our consultant and advisory field teams as well as to our office staff.

Field Representatives



**Freddy Ta** | Lower Mainland

Freddy joined AgSafe at the end of the year bringing a passion for working with people and helping them overcome physical and mental barriers. He earned his Occupational Health and Safety Diploma at BCIT. Focused on preventing injuries and instilling a safety-conscious culture within workplaces, Freddy is excited about contributing to the agriculture industry and building trusting relationships to make the industry safer. Freddy is bilingual in Vietnamese and English and offers his services in both languages.



**Tyler Bartels** | Peace Region

Tyler joined the team early in the year. He is an external auditor through multiple COR certifying partners, including AgSafe. He has multiple years of experience in providing training and is an IVES certified train-the-trainer for multiple pieces of equipment. His experience in different industries has shown him how important safety is in the workplace. He finds it rewarding to help the hardworking producers of the Peace region to be safe and effective in their workplaces, and build effective programs that work for the company to help create a culture of safety.

— This year we hit

# 5000+ Activities

throughout the province —



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## From the Field

### **Reg Steward** | Superintendent of Field Operations

This was an exciting year. New people were added to a strong team, and the succession plan for change in this leadership position at the end of 2024 was finalized. This commences a turning of the page to manage the new challenges and exciting opportunities AgSafe will face as we work with and for the producers of British Columbia.

### BC Ranching Specialist & Chilcotin Region

2023 saw steady gains in ranching as the sector begins to embrace and understand the realities of the day. The sector continues to move toward increased compliance and fully embraces task management on the ranch as a way of doing business. Safety is increasingly seen not as an add-on to what needs doing, but as a part of everything that gets done.

### **Trevor Tapp** | Pacific Northwest

It has been another productive and satisfying year working with AgSafe in the Pacific Northwest of the Province. It is very satisfying to attend a worksite and see that they have implemented safety procedures that were suggested to them on previous visits.

### **Melissa Lacroix** | Vancouver Island

I am honoured to be part of a movement that reconnects communities to the practice of growing food and engages our community on a variety of levels. Together let's continue to support agricultural businesses and society to increase food security and build stronger local economies.

### **D'anais Jacques** | Central Interior

2023 was a great year that showed more worker and producer engagement than past years. Being contacted and trusted to help more producers meet compliance has been a great pleasure.

### **Ron Maciborski** | South Okanagan & Kootenay Boundary

The highlights of 2023 in the Okanagan South and Kootenay Boundary Regions were firstly, the strong relationships built with the employers of Temporary Foreign Workers and opportunities to deliver services to their workforces. Secondly, the response of employers to explore COR certification, request GAP analyses and reach out for AgSafe assistance to train Internal Auditors and develop effective safety management systems in their workplaces.

**Drop Us a Note** &  
Connect with a  
Representative in Your  
Area

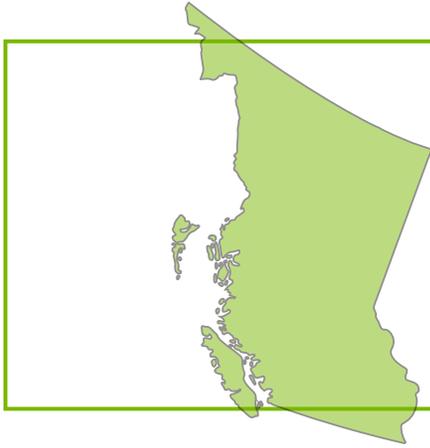
### **Mark Carter** | Cariboo

What I find rewarding in this work is to see producers who are striving diligently in their business rise up to the challenge of improving the quality of their health and safety at the workplace. The thankfulness they show for the support of AgSafe makes the work worth it every time.

*AgSafe Field Representatives are available throughout the province to help your business  
when and where you need them.*

## Chad Stewart | North Okanagan

One thing stands out more than any other - the relationship I've developed with producers across the region has allowed me to have the conversations about mental health and provide the appropriate resources to them.



**Effective OHS programs demonstrate a commitment to a healthy and safe workplace culture.**

## Kyle Hart | Central Okanagan

The Central Okanagan has seen an increase by employers to provide supervisor development - providing effective tools in their tools box to aid in maintaining a safe workplace. It was encouraging to see employers continue to be more open to formalizing the measures they take to sustain a safe and healthy workplace through effective documentation and record keeping practices. There has been very positive reception to the multilingual ag minded mental health counsellors made available through AgSafe.

## Tyler Bartels | Peace River

Two things that went well this year were going to various farm locations and, through completing tours of their facilities, pointing out various hazards that they may have not recognized and providing insight on possible controls for the various hazards. Also helping educate farmers on safety program requirements that are outlined by WSBC regulations and providing insight on how they can meet the safety program and due diligence requirements.

## Raelynn Blumhagen | East Kootenay

I enjoy working with AgSafe and meeting new producers and visiting new sites. Being able to make a positive impact with these individuals has been so rewarding. I still have plenty to learn going forward but I enjoy seeing the ways that AgSafe can aid producers and businesses in their everyday tasks.

## Byron Noel | Peace River (FORMER)

While only with AgSafe for a short time, Byron's enthusiasm for safety in the workplace was infectious. He heightened awareness of AgSafe within his region and developed strong relationships with producers on behalf of AgSafe. His expertise in Unmanned Systems (aka drones), GIS, Geography and sustainable ranching lead him to new opportunities and we wish him all the best.



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## From the Field (Continued)

### **TJ Garcha** | Field Operations Manager Lower Mainland

2023 was a year full of challenges and success stories for the employers I worked with. Facing financial burdens and dealing with orders from WorkSafeBC, some employers had to delegate responsibilities to ensure safety related work was completed. Some of them were able to achieve COR certification and get rewarded for their hard work.

### **Emily Kerr** | Lower Mainland

2023 was a challenging yet productive year for my members, as well as myself. I saw many make progress in the flood recovery, and saw a massive uptake in interest for mental health resources and education. Many farmers are beginning to see the importance of hiring a full time safety professional, and I have seen many companies express a greater interest in building a sustainable safety culture.

### **Jenna Tracey** | Lower Mainland

I feel with continuous commitment to attain employer engagement in the field, I have been able to build on existing and new relationships. I have made an effort to understand unacquainted industry sectors through consistent interactions in both the field and within AgSafe. I successfully helped an employer achieve COR certification in 2023.

### **Freddy Ta** | Field Operations Manager Lower Mainland

In 2023, I successfully implemented a comprehensive safety initiative at a mushroom farm by conducting forklift safety awareness training in Vietnamese for the first time, specifically tailored for the Vietnamese workers. Additionally, I collaborated with Jenna to assist a vegetable greenhouse in achieving compliance with a WorkSafeBC order by conducting a risk assessment for a specific task.

### **Lennea Durant** | Communications Specialist (FORMER)

Initially contracted in 2015 to launch the AgSafe brand, Lennea extended her contract to become the organization's Communications Specialist. At AgSafe she developed, initiated and implemented all aspects of AgSafe's external communications, social media and media relations. Lennea retired from the role at the end of 2023, and we wish her all the best in her future endeavours.

### **Braulio Mariscal** | Lower Mainland

This year I put a little more weight on slips, trips, and falls – a leading cause of injuries in agriculture – in training and conversation with employers, workers, and joint committees. I also keep providing information and education services in Spanish and promoting mental wellness, which can have a positive impact on everyone working in agriculture.

### **Rory Smith** | Lower Mainland

2023 had its ups and downs, but the response from the agricultural industry has highlighted how crucial they are to the Fraser Valley community. There has been a greater focus on the physical and mental aspects of safety, and adapting to these changes has been a rewarding challenge.

# Resources and Initiatives

AgSafe continually develops and improves our workplace health and safety tools and resources to meet the needs of our members.

## Temporary Foreign Worker Orientation Package

A new TFW Orientation Package was created for employers who have workers new to their worksite, starting a new task, or need a general refresh about on-site safety. Documents in this package are available in English, Spanish or bilingual.

## Task Management Packages

In 2023 AgSafe updated the TMPs for the Cranberry industry and added new TMP materials for various tasks including chainsaw safety, chemical storage and tractor operation.

## Musculoskeletal (MSI) Booklet

Now available in English and Spanish.

## Safety Talk | Slip, Trip, Falls

Each commodity now has at least one Slip, Trip, Fall safety talk document.

## Videos

AgSafe continues to produce professional videos in support of various initiatives. New videos include topic specific safety orientation videos, promotional videos, and videos about worker nutrition and fitness. Videos are available on AgSafeBC.ca and YouTube.



More Videos

[youtube.com/@AgSafeBC](https://youtube.com/@AgSafeBC)



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# Safety Certified with COR (Certificate of Recognition)

## 2023 COR Certifications

Congratulations to the employers who earned their workplace safety Certificate of Recognition (COR) or were re-certified following successful completion of the Occupational Health and Safety audit in 2023.



- Evergreen Environmental & Reclamation Ltd.
- Sweetgrass Cannabis Ltd.
- TSL Hothouse Ltd.
- Riverside Hothouse Ltd.
- Fraser Hothouse Growers

- Van Belle Nursery Inc.
- Kalco Nurseries Ltd.
- Strain Landscapes Ltd.
- Brymar Farms Ltd.
- N.A.T.S Nursery Ltd.

### Year at a Glance

**14** Employers awarded **COR Certification** in 2023

**14** Employers registered for the COR program in 2023

**12** Employers earned **COR Re-certification** in 2023

**1** Employer selected for **WIVA** review in 2023

Learn More About COR  
[AgSafeBC.ca/COR](https://AgSafeBC.ca/COR)

**19** or less  
Small Employer

**20** or more  
Large Employer



**SAFETY CERTIFIED**

Start with a GAP to see the benefits of improving your safety plan!



#### Safer, Healthier Workplace

Effective OHS programs demonstrate a commitment to workplace health and safety culture.



#### Lower WorkSafeBC Premiums

Over time, with reduced injuries and shorter claims duration.



#### WorkSafeBC Premium Rebates

WorkSafeBC provides incentive payments to COR companies in good standing.

# Certificate of Recognition (COR) Program

## COR in 2023

AgSafe as the Certifying Partner (CP) for Agriculture, underwent an audit by WorkSafeBC. The objective was to confirm that AgSafe's COR program operations conform to contractual obligations, good business practice and objectives of the COR program. The intent of this audit was to determine whether AgSafe has the capacity to perform duties or responsibilities as detailed in the Certificate of Recognition Standards and Guidelines (S&G), and whether AgSafe is in fact performing as expected from the S&G and as detailed in contracts with WorkSafeBC. The audit process is intended to improve understanding of expectations and limitations by both WorkSafeBC and the CP.

### Significant Positive observations were noted including:

- The involvement of both the safety advisors and consultants in promoting the COR program as well as supporting employers to build their own H&S Management System against the COR requirements.

The WorkSafeBC Partners Program and the Certifying Partners will continue to administer the COR program as is within all associated processes. Any proposed changes to the COR program will not be implemented until after the feedback and results have been assessed.



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# AgSafe in the Media

Ongoing economic and environmental stress takes a toll on a farmer's mental wellbeing. AgSafe's mental wellness in agriculture initiatives continued to garner significant media coverage in 2023.

Industry publications are consistent in coverage of AgSafe in print, online and on social media. AgSafe consultants and advisors continue to contribute articles to industry publications including regular features in Beef in BC, Western Dairy Magazine (formerly BC Holstein News) and various industry newsletters and blogs.

Total Media Articles: **128**

## Top Stories of 2023

32

Mental Wellness Initiatives & Resources

21

Stronger Together Video

11

2023 Fraser Valley Inclusion & Diversity Award

6

Mantengo Resources

4

Emergency Response Resources

## Quotes & Clippings



### The Western Producer

*"A psychologically healthy and safe workplace is one that promotes employee psychological well-being and actively works to prevent harm to avoid psychological health (problems) due to negligent, reckless or intentional acts." - Wendy Bennett*



### CRUSH Magazine

*"B.C.'s guest workers face many emotional challenges while working here. We developed Mantengo to make supportive mental and physical wellbeing resources more easily accessible for Spanish speaking workers and their employers." - Wendy Bennett*



### Abbotsford News

*"The video as a whole is a powerful look at how the people in one community have come together to support each other through a laborious, financial and mentally taxing recovery process."*



### Langley Advance Times

*"AgSafe endeavours to provide their resources in multiple languages to improve accessibility for a diverse workforce. This commitment also creates employment opportunities for those who speak a variety of languages."*

All AgSafe BC Media Releases are available on our website.  
[AgSafeBC.ca/Category/Media](https://AgSafeBC.ca/Category/Media)

# Web and Social Media

## AgSafeBC.ca

The website recorded almost 9,000 visits in 2023 and continues to be a useful tool for our members. The most popular resources downloaded this year were the Confined Space decal, New & Young Worker booklet and the Chemical Storage decal.



The AgSafeBC.ca website is the central location for workplace safety resources and information. Visits to the website come via all channels of AgSafe communication initiatives – primarily our partner organizations, social media and digital advertising.

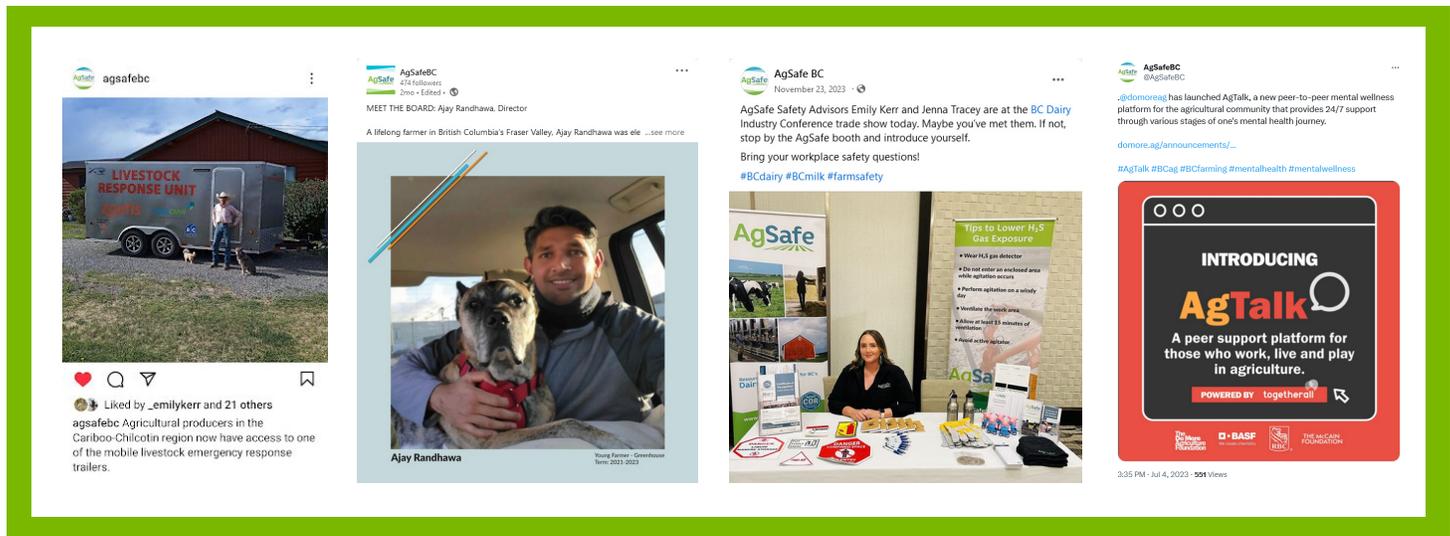
## Dirt on Ag E-Newsletter

The number of monthly subscribers continues to average around 970. The newsletter is consistently opened almost 100% and the engagement with articles is strong reporting a link click rate of 72%. Dirt on Ag e-news is promoted on social media and other communication channels.



## Social Media

Social media growth and engagement is steady and AgSafe gains new followers at a regular pace on all social media platforms. Facebook (Meta) and LinkedIn provide engagement metrics for videos and the use of AgSafe’s produced video shorts help maintain strong engagement on both platforms.



## COR and Safety Ready

The Safety Ready website tool gained 24 new followers for a total of 141 accounts. In 2023 there were over 17,400 interactions with the Safety Ready website, and over 984 new visitors (more than three times the number in the previous year).



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# Working in Partnership

AgSafe supports or works with many other organizations to further agriculture safety initiatives at the local, national and international level.

## United Way Fraser Valley

United Way Fraser Valley provided funding for AgSafe to provide free mental wellness counselling for Fraser Valley farmers affected by floods

## BC Ministry of Agriculture

AgSafe received funding to facilitate access to counselling services free of charge for producers throughout B.C. This funding was also used to increase awareness among producers about mental health and mental health resources available in B.C.

## In the KNOW

AgSafe joined a network of agricultural industry associations and organization to bring the In The Know workshops to British Columbia to help increase mental health knowledge and understanding within the community.

## Do More Agriculture Foundation

AgSafe was a co-presenter with Do More Ag at various industry events discussing and promoting the importance of mental wellness for agricultural producers, and was also involved in co-developing mental wellness resources.

## Progressive Agriculture Foundation

As part of the child farm safety initiative, AgSafe hosts Progressive Agriculture Safety Days in communities throughout the Fraser Valley.

## Avail

AgSafe and Avail worked together to bring this mental wellbeing mobile app to AgSafe members to help individuals monitor changes in wellbeing and connect directly with mental health professionals.

## Western Agriculture Labour Initiative (WALI)

AgSafe continues to work with WALI to provide in-language resource and support for Guest Workers coming to Canada.

## BC Agriculture Council

AgSafe continues to work with BCAC on the development and distribution of health and safety resources.

## International Society for Agricultural Safety & Health (ISASH)

Wendy Bennett, AgSafe Executive Director, fulfilled her third year as an active member of the ISASH Board of Directors.

## National Institute of Disability Management & Research (NIDMAR)

AgSafe continues to support NIDMAR by providing B.C.'s farms and ranches with a tool to assess their own disability management programs and activities.

## Canadian Agricultural Safety Association (CASA)

Trevor Whalley was elected to the CASA Board and supports the organization's initiatives. Reg Steward, Superintendent of Operations continues to co-produce ranching safety resources.

## Canadian Mental Health Association BC (CMHA BC)

AgSafe continues to work with CMHA BC to provide agriculture-specific mental wellness information and awareness for Crisis Line operators communicating with individuals working in, or associated with B.C.'s agriculture industry.

# WorkSafeBC Stats

## Injury Rates and Claims for 7010 Agriculture Subsector

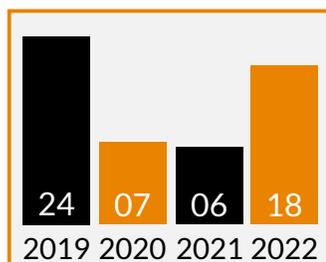
Employers are placed in one of 527 classification units with other similar businesses. These classification units are then placed into one of 51 insurance pools referred to as rate groups.

Employers in each rate group pay the costs of injuries and diseases that occur to the workers within the group, with the intent that each rate group be self-sufficient with regard to compensation costs. This limits cross-subsidization between industries, maintains relatively stable insurance rates, and limits growth of unfunded liabilities in the rate groups.

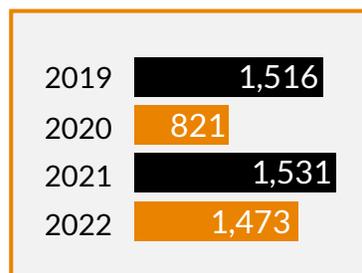
Insurance premium rates reflect the industry injury rate. The following chart shows the number of Time-loss and Serious Injury claims the agriculture industry has for every 100 workers over the five-year period. An injury rate comparison for agriculture versus all of B.C. reflects any fluctuations over the past five years. Agriculture continues to see an above average injury rate in comparison to other sectors in B.C.

<b>WORK SAFE BC</b>	2017	2018	2019	2020	2021	2022
Injury Rate: Agriculture	2.5	2.7	2.3	3.0	3.09	2.59
Injury Rate: All of B.C.	2.2	2.2	2.2	2.1	2.24	2.4
Serious Injury Rate: Agriculture	0.6	0.6	0.5	0.6	0.49	0.5
Serious Injury Rate: All of B.C.	0.3	0.3	0.3	0.3	0.31	0.29
# of Time Loss Claims: Agriculture	551	620	572	713	811	640
# of Serious Injury Claims: Agriculture	130	127	118	138	130	124
% of Serious Injury Claims: Agriculture	24%	20%	21%	19%	16%	19%
# of Person Years: Agriculture	22,269	22,651	24,624	24,132	26,281	24,692

## Prevention Activity Statistics



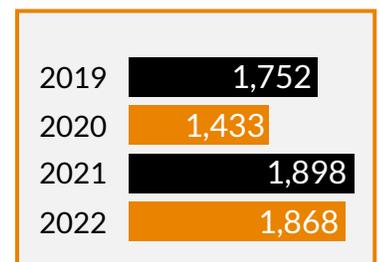
# Warning Letters Sent



# Orders



# Net Penalties Imposed



# Inspection Reports

This page contains the most recent data available from WorkSafeBC | <https://app.powerbi.com>



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**AgSafe Agriculture Association**  
**Financial Statements**  
*For the year ended December 31, 2023*

# AgSafe Agriculture Association Contents

*For the year ended December 31, 2023*

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To the Directors of AgSafe Agriculture Association:

## Report on the Audit of the Financial Statements

### Opinion

We have audited the financial statements of AgSafe Agriculture Association (the "Association"), which comprise the statement of financial position as at December 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Report on Other Legal and Regulatory Requirements

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian accounting standards for not-for-profit organizations have been applied on a basis consistent with that of the preceding year.

Port Moody, British Columbia

April 10, 2024

*MNP LLP*

Chartered Professional Accountants

# AgSafe Agriculture Association

## Statement of Financial Position

*As at December 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Assets</b>		
<b>Current</b>		
Cash	2,250,080	836,531
Term deposits	380,000	220,000
Accounts receivable	33,706	27,211
Goods and Services Tax receivable	32,557	13,490
Prepaid expenses and deposits	29,206	22,156
	<b>2,725,549</b>	<b>1,119,388</b>
<b>Capital assets (Note 3)</b>	<b>7,527</b>	<b>12,590</b>
	<b>2,733,076</b>	<b>1,131,978</b>
<b>Liabilities</b>		
<b>Current</b>		
Accounts payable and accrued liabilities (Note 4)	119,026	112,564
Deferred revenue (Note 5)	1,591,950	337,500
	<b>1,710,976</b>	<b>450,064</b>
<b>Loan payable</b>	<b>-</b>	<b>40,000</b>
	<b>1,710,976</b>	<b>490,064</b>
<b>Commitments (Note 9)</b>		
<b>Net Assets</b>		
HSA Fund	452,169	72,799
COR Fund	131,656	114,348
Unrestricted Fund	289,056	243,680
Invested in capital assets	7,527	12,590
Internally Restricted Fund	141,692	198,497
	<b>1,022,100</b>	<b>641,914</b>
	<b>2,733,076</b>	<b>1,131,978</b>

**Approved on behalf of the Board**

e-Signed by David Nguyen  
2024-04-15 11:16:06:06 PDT

**Chair**

e-Signed by Wendy Bennett  
2024-04-13 16:37:35:35 PDT

**Director**

*The accompanying notes are an integral part of these financial statements*

# AgSafe Agriculture Association Statement of Operations

*For the year ended December 31, 2023*

	<i>HSA</i>	<i>COR</i>	<i>Unrestricted</i>	<i>Internally Restricted</i>	<b>2023</b>	<i>2022</i>
<b>Revenue</b>						
WorkSafeBC operating grants	2,000,000	675,000	-	-	2,675,000	2,200,000
Membership fees	6,885	250	-	-	7,135	7,856
Interest	1,450	-	45,176	-	46,626	9,609
Special projects (Note 6)	-	-	-	179,119	179,119	171,750
	<b>2,008,335</b>	<b>675,250</b>	<b>45,176</b>	<b>179,119</b>	<b>2,907,880</b>	2,389,215
<b>Expenses</b>						
Advertising and sponsorship	93,959	37,377	-	-	131,336	131,748
Amortization	5,063	-	-	-	5,063	3,515
Board expenses	4,574	1,524	-	-	6,098	29,865
Conferences and meetings	36,048	7,602	-	1,159	44,809	33,529
Consultants and contractors	471,108	7,708	-	159,037	637,853	614,126
Insurance	7,976	2,649	-	-	10,625	11,157
Office supplies	8,558	1,569	-	10,500	20,627	10,955
Professional fees	24,793	4,770	-	-	29,563	12,300
Publication and materials	68,642	10,664	-	5,868	85,174	105,951
Rent and occupancy costs	58,141	19,380	-	-	77,521	75,902
Salaries and benefits (Note 7)	842,251	441,146	-	15,079	1,298,476	1,170,022
Staff training	30,552	7,112	-	1,524	39,188	27,157
Technology	42,521	101,910	-	36,702	181,133	45,292
Telephone and freight	19,261	5,825	-	289	25,375	17,640
Travel	170,580	8,506	-	5,767	184,853	163,330
<b>Total expenses</b>	<b>1,884,027</b>	<b>657,742</b>	<b>-</b>	<b>235,925</b>	<b>2,777,694</b>	2,452,489
<b>Excess (deficit) of revenue over expenses before other item</b>	<b>124,308</b>	<b>17,508</b>	<b>45,176</b>	<b>(56,806)</b>	<b>130,186</b>	(63,274)
<b>Other item</b>						
WorkSafeBC reserve funding	250,000	-	-	-	250,000	-
<b>Excess (deficit) of revenue over expenses</b>	<b>374,308</b>	<b>17,508</b>	<b>45,176</b>	<b>(56,806)</b>	<b>380,186</b>	(63,274)

*The accompanying notes are an integral part of these financial statements*

**AgSafe Agriculture Association**  
**Statement of Changes in Net Assets**

*For the year ended December 31, 2023*

	<i>HSA</i>	<i>COR</i>	<i>Unrestricted</i>	<i>Invested in capital assets</i>	<i>Internally Restricted</i>	<b>2023</b>	<b>2022</b>
<b>Net assets, beginning of year</b>	<b>72,799</b>	<b>114,348</b>	<b>243,680</b>	<b>12,590</b>	<b>198,497</b>	<b>641,914</b>	705,188
<b>Excess (deficit) of revenue over expenses</b>	<b>374,308</b>	<b>17,508</b>	<b>45,176</b>	<b>-</b>	<b>(56,805)</b>	<b>380,186</b>	(63,274)
<b>Interfund transfers (Note 8)</b>	<b>5,063</b>	<b>(200)</b>	<b>200</b>	<b>(5,063)</b>	<b>-</b>	<b>-</b>	-
<b>Net assets, end of year</b>	<b>452,170</b>	<b>131,656</b>	<b>289,056</b>	<b>7,527</b>	<b>141,692</b>	<b>1,022,100</b>	641,914

*The accompanying notes are an integral part of these financial statements*

# AgSafe Agriculture Association

## Statement of Cash Flows

*For the year ended December 31, 2023*

	<b>2023</b>	<b>2022</b>
<b>Cash provided by (used for) the following activities</b>		
<b>Operating</b>		
Excess (deficit) of revenue over expenses	380,186	(63,274)
Amortization	5,063	3,515
Recognition of deferred revenue	(337,500)	(10,500)
	<b>47,749</b>	<b>(70,259)</b>
Changes in working capital accounts		
Accounts receivable	(6,495)	(10,157)
Goods and Services Tax receivable	(19,067)	9,796
Prepaid expenses and deposits	(7,050)	14,785
Accounts payable and accrued liabilities	6,462	28,888
	<b>21,599</b>	<b>(26,947)</b>
<b>Financing</b>		
Repayment of loan payable	(40,000)	-
Deferred revenue funding received	1,591,950	337,500
	<b>1,551,950</b>	<b>337,500</b>
<b>Investing</b>		
Purchase of term deposits	(160,000)	(120,000)
<b>Increase in cash</b>	<b>1,413,549</b>	<b>190,553</b>
<b>Cash, beginning of year</b>	<b>836,531</b>	<b>645,978</b>
<b>Cash, end of year</b>	<b>2,250,080</b>	<b>836,531</b>

*The accompanying notes are an integral part of these financial statements*

**1. Incorporation and nature of the organization**

AgSafe Agriculture Association (the "Association") was formed under the Societies Act of British Columbia and operates to ensure high standards of occupational health and safety in the agricultural industry by fostering compliance with Workers' Compensation Board regulations and to support overall farm safety.

**2. Significant accounting policies**

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant accounting policies:

***Fund accounting***

The Association follows the restricted fund method of accounting for contributions, and maintains five funds:

**Health and Safety Association Fund ("HSA"):** The HSA Fund consists of combined surplus from previous WorkSafeBC agreements. These funds are restricted to HSA activities and cannot exceed an amount equal to three months' worth of the total funding payable for the year.

**Certificate of Recognition Fund ("COR"):** The COR Fund consists of combined surplus from previous WorkSafeBC agreements. These funds are restricted to COR activities and cannot exceed an amount equal to three months' worth of the total funding payable for the year.

**Unrestricted:** The Unrestricted Fund consists of combined surplus that does not fall under the HSA or COR Fund Reserves.

**Invested in capital assets:** The Invested in Capital Assets Fund reports the Association's assets, liabilities, revenues and expenses related to the Association's capital assets, major building improvements, and equipment.

**Internally restricted:** The Internally Restricted Fund consists of internally restricted resources that are set aside for by the Association for board approved mental health initiatives that are not funded through WorkSafe agreements.

***Term deposits***

Term deposits with maturities of less than one year are classified as current assets. Term deposits bear interest at rates between 3.85% and 4.75% (2022 - 4.50%) per annum.

***Capital assets***

Capital assets are recorded at cost less accumulated amortization. Amortization is provided using the methods below at rates intended to amortize the cost of the assets over their estimated useful lives:

	<b>Method</b>	<b>Rate</b>
Computer equipment	straight-line	3 years
Furniture and fixtures	declining balance	20%
Test equipment	declining balance	30%

Leasehold improvements are amortized over the term of the underlying lease, being 5 years.

***Long-lived assets***

Long-lived assets consist of capital assets. Long-lived assets held for use are measured and amortized as described in the applicable accounting policy.

The Association performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. Impairment is measured as the amount by which the assets' carrying amount exceeds its fair value. Prices for similar items are used to measure the fair value of long-lived assets. Any impairment is included in excess (deficit) of revenue over expenses for the year.

**2. Significant accounting policies** *(Continued from previous page)*

***Revenue recognition***

The Association uses the restricted fund method of accounting for contributions. Restricted contributions related to HSA and COR Funds are recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions are recognized as revenue of the Unrestricted Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

***Government assistance***

Government assistance is recognized when the subsidies have been received or when a portion of the loan agreement is forgivable and the Association meets certain requirements specified at the time when the loan agreement was granted.

Revenue is recognized once there is reasonable assurance that the Association will meet the eligibility criteria, the government support will be received and the amount to be received is measurable.

***Measurement uncertainty (use of estimates)***

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting year.

Accounts receivable and Goods and Services Tax receivable are stated after evaluation as to their collectibility and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets.

By their nature, these judgments are subject to measurement uncertainty, and the effect on the financial statements of changes in such estimates and assumptions in future years could be material. These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficit) of revenue over expenses in the years in which they become known.

***Financial instruments***

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in related party transactions. Financial assets and liabilities originated and issued in all other related party transactions are initially measured at their carrying or exchange amount in accordance with Section 3840 Related Party Transactions.

At initial recognition, the Association may irrevocably elect to subsequently measure any financial instrument at fair value. The Association has not made such election during the year.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the revenue in excess of distributions for the current year. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

***Arm's length financial instruments***

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Association may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Association has not made any such election during the year.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the deficit of revenue over expenses. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

**2. Significant accounting policies** *(Continued from previous page)*

***Related party financial instruments***

The Association initially measures the following financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at cost on initial recognition. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

The Association subsequently measures related party financial instruments using the cost method less any reduction for impairment.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in the excess (deficit) of revenue over expenses for the year.

***Financial asset impairment***

The Association assesses impairment of all of its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess (deficit) of revenue over expenses

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficit) of revenue over expenses in the year the reversal occurs.

**3. Capital assets**

	<i>Cost</i>	<i>Accumulated amortization</i>	<i>2023 Net book value</i>	<i>2022 Net book value</i>
Computer equipment	78,553	77,889	664	995
Furniture and fixtures	93,914	87,051	6,863	8,579
Test equipment	18,070	18,070	-	665
Leasehold improvements	52,504	52,504	-	2,351
	<b>243,041</b>	<b>235,514</b>	<b>7,527</b>	<b>12,590</b>

**4. Accounts payable and accrued liabilities**

Included in accounts payable and and accrued liabilities is \$1,824 (2022 - \$1,725) payable to various government agencies.

**AgSafe Agriculture Association**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2023*

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**5. Deferred revenue**

Deferred revenue consists of amounts received in 2023 relating to the 2024 agreements with the Workers' Compensation Board (WorkSafeBC), B.C. Agriculture Council (BCAC), Investment Agriculture Foundation (IAF), and the Multi-Lingual Orientation Service Association for Immigrant Communities (MOSAIC). Recognition of these amounts as revenue is deferred to years to which the revenue relates or in which the related expenditures are incurred.

	2023	2022
Deferred revenue, beginning of year	337,500	10,500
Plus: amounts received during the year	1,591,950	337,500
Less: amounts recognized as revenue during the year	(337,500)	(10,500)
	<b>1,591,950</b>	<b>337,500</b>

**6. Special projects**

Included in special projects revenue on the statement of operations are amounts relating to the Ministry of Agriculture Agreement, Investment Agriculture Foundation, and Multi-Lingual Orientation Service Association for Immigrant Communities ("MOSAIC").

**7. Employee and director compensation**

During the year ended December 31, 2023, eight employees earned more than \$75,000 in remuneration totaling \$829,986. (2022 - six employees totaling \$597,883).

**8. Interfund transfers**

Interfund transfers include allocations between HSA, COR, and Unrestricted Funds as approved by WorkSafeBC and by the Board of Directors. During the year ended December 31, 2023, the Board of Directors also approved two transfers. The first was \$200 from COR to Unrestricted Funds as part of a WorkSafeBC adjustment. The second was a transfer of \$5,063 from Capital Asset Fund to WSBC HSA to cover the 2023 amortization of capital assets.

**9. Commitments**

The Association has entered into various lease agreements for use of its operating premises and various capital assets subject to minimum annual payments as follows:

2024	53,543
2025	53,543
2026	53,543
2027	57,437
2028	57,437
	<b>275,503</b>

**10. Financial instruments**

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

***Foreign currency risk***

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates.

***Interest rate risk***

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is exposed to cash flow risk primarily relating to its term deposits.

***Liquidity risk***

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to purchase goods and services on credit for which repayment is required at various maturity dates.

***Credit risk***

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's main credit risk relates to its accounts receivable. To mitigate this risk, the Association carries out credit evaluations of its clients on a continuing basis, and provides allowances for potentially uncollectable accounts receivable.

**11. Economic dependence**

The Association operates under the Agreement, whereby WorkSafeBC provides annual funding for the Association's operations. The Association is economically dependent on this funding to ensure it meets its financial obligations. The funding is contingent on the Association meeting certain guidelines as established in the Agreement. In the opinion of management, as at December 31, 2023, the Agreement guidelines have been met.

**12. Comparative figures**

Certain comparative figures have been reclassified to conform with current year presentation.

