

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

****TRAINING CHECKLIST****

****MUST BE COMPLETED BEFORE WORKING****

JOB PURPOSE

Detasseling Overview:

- Purpose: Understand detasseling and its role in hybrid seed production.
- Importance: Highlight the significance of detasseling for seed purity and financial success.

Key Points:

Corn Reproduction:

- Tassel and silk are the reproductive organs of corn.
- The importance of removing female tassels to prevent unwanted pollination.

Purity and Quality:

- Missing even one tassel out of 200 plants can compromise field purity.
- Emphasize precision and thoroughness.

Financial Impact:

- Each acre of seed corn is worth \$30,000.
- Accurate detasseling ensures financial viability.

Field Instructions:

- Walking and Picking: Guidelines on walking patterns, tassel removal, and teamwork.
- Techniques: Demonstrate proper tassel removal methods, including how many leaves to remove and why.

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

HOURS OF WORK

Daily Reporting:

- Attendance: Report to work every day, rain or shine.
- Weather Conditions: Work continues in the rain; crews will wait out storms.
- Season Duration: Short season – do not skip days.

Work Hours:

Field Hours:** Aim to work 6-8 hours per day.

CODE OF CONDUCT

Chain of Command:

- **Supervisor & Junior Supervisor:** Duties: Attendance, hours recording, safety glasses distribution, safety training, crew management, and safety standards enforcement.
- **Checker:** Duties: Monitor detasseling quality and speed, train new employees, maintain group pace, report concerns.
- **Booster:** Duties: Assist slow workers in maintaining crew pace.

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Supplied by WR Detasseling:

- 1 Pair of CSA Safety glasses
- 60% Alcohol-Based Hand Sanitizer
- ROC Black PU Palm Coated Gloves, ANSI Cut 1
- High Visibility Hat with Mesh
- Training and Supervision
- Water and Soap for Handwashing
- Regularly Sanitized Washrooms

Supplied by Worker:

- Closed-toe shoes
- 2 pairs of socks
- Fully covered body (cotton clothing)
- 4 litres of water and a nutritious lunch
- Personal trash bags
- Optional: Rubber boots, bug spray, Gold Bond, rain gear, personal water backpack or small water bottle.

SAFE TRANSPORTATION OF WORKERS

Bus Transportation: Primary form of transportation for detassellers and deroguers.

First Day of Work:

- PPE distribution at pick-up locations.
- Maintain PPE for the season.
- Patience is required during first-day distribution.

Loading and Unloading:

- Move safely and orderly, and remain seated while moving.
- Never enter or exit through the back door
- Be careful with the steps as they often are slippery

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

SAFE FIELD WORK PRACTICES AND TRAINING

Contact List:

Workers are to sign the attendance binder before entering the 1st field. This list will include your name and phone number.

Medical Event:

All illnesses and medical incidents are to be reported to the supervisory team.

Field Work Strategy:

- Wear a high visibility hat, safety glasses, field gloves, cloth bandana, and appropriate clothing.

Toolbox Talks:

- Daily reminders about PPE, physical distancing, hand hygiene, and safety precautions.

Personal Hygiene and Breaks:

-Use the provided hand sanitizer and wash hands with soap and water before eating.

-Stay hydrated and eat on breaks to maintain energy levels

-Keep your feet dry throughout the day

-Pay attention to chafing, blisters and minor cuts or scrapes

-Check your body for ticks each day

-Shower each day when you arrive home from work (stay clean)

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

WEATHER AND MEDICAL EMERGENCIES

Weather Emergency Policy:

- WR Uses Doppler radar and live weather feeds.
- If you hear the air horn (demonstrated), Board the bus for safety during lightning.
- Follow emergency signals and re-entry protocol for field entry

Medical Emergency Policy:

- Report all injuries immediately.
- Follow first aid precautions.
- Address pesticide exposure promptly and follow decontamination procedures.

WORKER ACCOUNTABILITY

Attendance Monitoring:

Supervisors ensure all employees are accounted for during fieldwork and emergencies by cross-referencing payroll before starting in the fields, during breaks, at lunch, and before departing fields.

Pesticide Exposure

If a worker accidentally comes into contact with a pesticide, each WR vehicle contains 1 gallon per person of clean wash water to rinse the pesticide off the exposed areas.

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

Heat Index Guidelines:

- Regular breaks are based on the humidex rating to ensure hydration.

Humidex 1	Response	Humidex 2
25 – 29	supply water to workers on an "as needed" basis	32 – 35
30 – 33	post Heat Stress Alert notice; encourage workers to drink extra water; start recording hourly temperature and relative humidity	36 – 39
34 – 37	post Heat Stress Warning notice; notify workers that they need to drink extra water; ensure workers are trained to recognize symptoms	40 – 42
38 – 39	work with 15 minutes relief per hour can continue; provide adequate cool (10-15°C) water; at least 1 cup (240 mL) of water every 20 minutes worker with symptoms should seek medical attention	43 – 44
40 – 41	work with 30 minutes relief per hour can continue in addition to the provisions listed previously;	45 – 46*
42 – 44	if feasible, work with 45 minutes relief per hour can continue in addition to the provisions listed above.	47 – 49*
45 or over	only medically supervised work can continue	50 or over

Humidex Rating

Regular 1-29

Caution 30-37

Extreme Caution 38-40

Danger 40 Plus

Required Action

Supply as need (Max 150 min intervals)

Provide a water break every pass (Max 75 min intervals)

Provide water continuously (Max 30 min intervals)

Workers must have water on them at all times

REPORTING ILLNESS

-Report all injuries or medical issues to your supervisor immediately.

Post your policies

WR Detasseling Ltd. will post and communicate safety policies to their workers. These policies are available on our website at WR Detasseling.com.

Field Emergency Action Plan @ Employee Training Procedures

WR Detasseling Ltd: July 2026

Policy Acknowledgement

This Safety Plan, along with other Health and Safety Measures, will be posted on the WR website. All workers and their parents are asked to review these precautions before applying and reporting to work. Parents, as well as workers, will be required to sign an acknowledgement and permission form to demonstrate their understanding of the precautions being employed and to allow their children to work under these unprecedented conditions. This Safety policy is subject to change as medical authorities advise accordingly, and we research/consider safer procedures as we approach the detasseling season. This Safety Plan is not to be considered foolproof. It will require the diligence of all workers to apply these recommended safety precautions at all times throughout the workday, from pick-up to drop-off.

This Safety Plan has been created with support from the Ministry of Labour, Occupational Health and Safety, the Workplace Safety and Prevention Services govern H&S for the agriculture community, Corteva, and the CK Public Health Unit. We thank these offices for their continued support and look forward to working together to provide all of the necessary precautions to ensure the health and safety of our workers.

****SIGN THE SAFETY CERTIFICATE IN THE RED
BINDER.****