



# OUR SERVICES

## CREATE HEALTHY, RESPONSIBLE AND SAFE ENVIRONMENTS

### CLIENT SITE

Our Client Site is ideal for managing your occupational health and safety (OHS) file online: it's easy and efficient. It's designed to be an evolving tool to support you in the sound management of occupational health and safety. It's constantly being improved in order to offer you the best service and to enable you to meet your obligations as an employer.

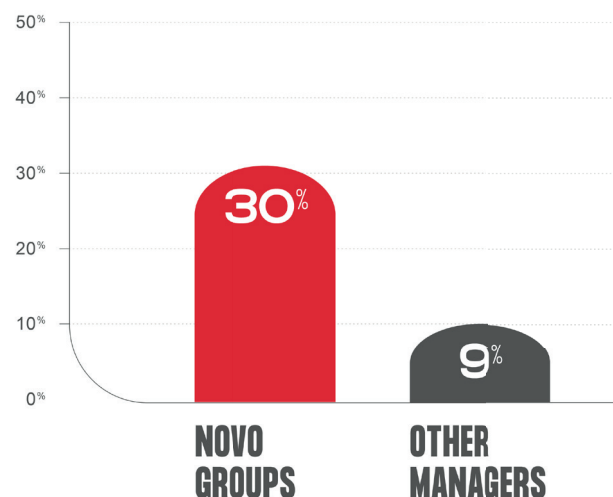
### SAFETY GROUPS

Take advantage of some of the highest-performing safety groups available on the market, suited to your reality.

Offer yourself a truly effective safety group or the support needed to access it thanks to our recognized expertise and services that can save you up to 60% on your CNESST premiums.

Whether you are a small or large company, our team of experts will help you find the best solution.

## HIGHEST-PERFORMING SAFETY GROUPS



### ACTUARIAL ANALYSIS

Thanks to its expertise, our team of actuaries is able to guide you in all financial aspects of OHS, regardless of your rate plan. Our high-performance analysis tools allow us to quickly anticipate trends that could have an impact on your CNESST contributions so that you can take the appropriate corrective measures.

### PREVENTION SERVICES

We firmly believe that it is possible for any company, regardless of its size and industry, to take control of its occupational health and safety (OHS) file. Thus, our clients can properly protect their workers while enjoying substantial savings on their annual premiums to the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST).

Our prevention advisors will travel anywhere in Quebec to help clients achieve their goals. They will visit the work site and help employers identify, prioritize, and prepare an action plan to manage any risks they find.



# GIVING YOU THE VERY BEST SERVICES, THAT'S THE NOVO DIFFERENCE

## CLAIMS MANAGEMENT

Our experts intervene proactively according to your business needs. They're always attentive to your needs and offer high-performance solutions as well as an entire range of specialized services.

## RETROSPECTIVE PLAN

Whether you are a small or large company, our team of experts will help you find the best solution. Discover our personalized services for large companies eligible for the retrospective plan and improve your OHS file.

## PRE-EMPLOYMENT MEDICAL QUESTIONNAIRE

Preventing occupational injuries also involves properly selecting candidates. The pre-employment or on-the-job medical questionnaire (PEMQ) can ensure that the people you select have the functional abilities to perform their tasks safely.

## LEGAL SERVICES

Our team of experts stands out for its in-depth knowledge of CNESST regulations, OHS law, employment law and the labour courts. Thus, our team can also advise employers on representations before the courts (administrative or common law) and negotiations of collective agreements.

## HR SERVICES

Whether it's mobilizing, developing or managing your teams, and much more besides, our HR professionals will provide you with sound advice and numerous tools to help you stand out as an employer. We know that human resources management is a crucial process in any organization. We'll meet and exceed your expectations by providing you with the best possible tools, thanks to solutions tailored to your reality.

## HEALTH AND WELL-BEING

Be Healthy is a web and mobile app made to promote healthy lifestyle habits in workplace. It's a perfect tool for promoting health and wellness, as well as for planning organizational activities related to well-being at work.

This motivational and promotional tool, which encourages the adoption of healthy lifestyle habits, allows companies to meet their objectives in terms of well-being at work and to position themselves effectively thanks to their proximity management.

## ONLINE OR ON-SITE TRAINING

As the leader in the occupational health and safety (OHS) market, our trainers provide the most comprehensive training, regardless of where your business is located. At Novo, we provide a variety of training courses at very competitive prices, which are adapted to the needs and realities of today's businesses. Additionally, all of our online or on-site training courses are accredited by Emploi-Québec.

## ONLINE COURSES AND CLIPS NOVO STUDIO

Our innovative, fully online solution, Novo Studio, offers animated clips and courses that allow you to train your staff in a cost-effective manner, as well as a dashboard that provides real-time monitoring of employee progress. Our digital content is original, fun, efficient, cost-effective and accessible to all, allowing you to better train and raise awareness among your managers and workers in the areas of OHS and wellness. Our training courses and clips are available in English and French, as well as with Spanish subtitles.



**REQUEST YOUR FREE ACTUARIAL ANALYSIS AND SEE HOW MUCH YOU COULD SAVE!**

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