

# Health, Safety & Environment POLICY STATEMENT

**Our approach to workplace wellbeing is holistic, extending beyond physical safety to encompass mental health and psychological security. We strive to cultivate an empathetic culture that surpasses traditional physical health benefits, fostering an environment where all aspects of employee wellness are prioritized. Safety standards are paramount in our operations. Whether in our offices or on project sites, all work must be meticulously planned and executed to meet or exceed the applicable provincial health and safety regulations.**



All employees and Trade Partners are to be leaders in HS&E. Actively identifying hazards, implementing controls, and managing both actual and potential risks. This collective approach ensures that we all play a part in safeguarding ourselves and our colleagues.



Our commitment to safety is reinforced through regular monitoring of compliance with our Health, Safety, and Environment Management Program. We are dedicated to continuous improvement, holding ourselves accountable through rigorous performance verification and reporting.



Through collaborative effort and the prioritization of resources toward HS&E, we can create a workplace where safety is not just a priority, but a fundamental aspect of our organizational culture.



**Everyone has the right to a safe and healthy workplace.**



**Luis Vives**

President & CEO  
January 2, 2025