

# Health and Safety Policy



At Hatch, health and safety is a core value. Nothing is more important than the well-being of our employees, clients, partners, and the public. Our goal of Achieving No Harm, clearly stated in our Manifesto, requires us to deliver the highest level of health and safety performance in all work environments and communities with a focus on continual improvement and sustainability.

## To accomplish our goal of Achieving No Harm, we will:

- embed this policy into our business practices by establishing objectives, targets, and a plan that focuses on meeting our goal
  - implement “Designing for Safety” principles as we plan, design, construct, and commission facilities for our clients
  - implement a health and safety management system on all engagements that includes the Hatch Safety Fundamentals
  - provide healthy and safe workplace facilities and environments
  - foster a psychologically safe workplace that promotes mental wellness for our employees, clients, and partners
  - strive to continually improve our performance through innovative ideas
  - comply with all applicable legislation and other compliance obligations including client requirements
  - regularly review our overall company performance, as well as our performance on individual engagements
- provide employees with the required training, opportunity, and support to recognize hazards and associated risks, and to manage them by implementing control measures
  - communicate with, and facilitate the participation of, our employees, clients, partners, and other stakeholders to ensure health and safety concerns are addressed and to foster a culture of openness, transparency and trust

## Responsibility and accountability:

- the ultimate accountability for leading the implementation of this policy resides with the CEO, supported by the Executive Health and Safety Steering Committee and Associates
- every Hatch engagement manager is responsible for including adequate time and resources for the implementation of this policy for their engagements

## Hatch employees are accountable for:

- being familiar with Hatch’s health and safety requirements
- their own health and safety as well as that of their colleagues
- executing activities and actions so that they do not place other employees, clients, or partners at risk
- reporting all at-risk behaviors and unsafe conditions to their supervisor and / or senior leadership
- completing all assigned mandatory health and safety training
- looking out for colleagues and intervening

John Bianchini  
Chair and Chief Executive Officer  
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