

# 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, and partners. Our goal of 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 continuous improvement and sustainability.

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

- embed this policy into our business practices by establishing objectives, targets, and a plan that focuses on meeting our goal
- operate our own facilities safely
- 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 projects to include incorporating the Hatch Safety Fundamentals
- provide a healthy and safe workplace environment that promotes mental wellness for our staff by mitigating the risks of injury, and occupational illness
- strive to continuously improve our performance through innovative ideas
- comply with all applicable legislation
- regularly review our overall company performance, as well as our performance on individual projects

- provide employees with the required training, opportunity, and support necessary to recognize and manage hazards and risks by implementing control measures
- communicate and facilitate participation with our employees, clients, contractors, and other stakeholders regarding health and safety matters.

## Responsibility and accountability:

- The ultimate accountability for leading the implementation of this policy resides with the CEO, together with all senior business leaders and associates.
- Every Hatch project manager is responsible for including adequate time and resources for the implementation of this policy for their projects.

## Hatch employees are accountable for:

- being familiar with the Hatch health and safety requirements
- their own health and safety
- executing activities and actions so that they do not place other employees, clients or partners at risk
- reporting all unsafe conditions to their supervisor and/or senior leadership
- looking out for colleagues
- behaving in accordance with this policy.

John Bianchini  
Chief Executive Officer  
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