

HEALTH, SAFETY & ENVIRONMENTAL POLICY

The Gisborne Group is committed to providing and maintaining a safe and healthy workplace for our employees, project partners, sub-contractors, and visitors. Gisborne will maintain a Health and Safety program that conforms to industry best practices of and all applicable jurisdictions requirements in regions where we operate. The prevention of occupational injuries and illnesses is of such consequence that it will be given priority over operating productivity. Our collective goal is “**ZERO HARM**” to people, property and the environment and Gisborne will provide the necessary resources to pursue this goal by ensuring the physical, psychological, or social wellbeing of employees.

Gisborne recognizes that every employee has the right to a safe working environment, has the right to participate in health and safety matters, has the right to be informed of workplace hazards and the right to refuse unsafe work. To that end, Gisborne’s objective is the creation and maintenance of a Health, Safety and Environmental Program that will reduce the number of injuries, illnesses, property damages and environmental incidents to an absolute minimum and promoting awareness, but also exceed recognized standards within our industry.

The Gisborne Group will:

- Demonstrate a commitment to health, safety, and the environment by providing responsible leadership and communicating clear expectations.
- Promote the prevention of bullying, harassment and violence in the workplace and maintain an abuse-free environment on all company sites.
- Develop and communicate clear health and safety related responsibilities, accountabilities, and lines of communication for every person/position.
- Develop employee awareness and understanding of health, safety and environmental issues relating to business activities.
- Thoroughly evaluate projects for health & safety and environmental impacts to develop processes that will protect employees and the work environment.
- Comply with Health, Safety and Environmental legislation, regulations, and appropriate industry standards.
- Monitor and enhance health, safety and environment practices through inspections, reviews, audits, investigations, corrective actions, and behavioral-based processes.
- Provide appropriate and well-maintained tools, vehicles, equipment, and personal protective equipment.
- Work collaboratively with employees, project partners and sub-contractors to achieve health, safety and environmental goals through written communication, site meetings and joint health and safety committees.
- Develop and maintain a competency-based education and training program.
- Share Lessons Learned and integrate best health, safety, and environmental practices into our business processes.
- Provide a framework that supports the continuous improvement of the health, safety, and environment program.

The effectiveness of our policy may only be achieved through the involvement at all levels of management and support from our workers. The safety information within this policy does not take precedence over applicable Government Acts and Regulations.



Ron Spironello, President & Chief Executive Officer (CEO)

January 6, 2025