

# 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 include 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
  - 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 and manage hazards and risks by implementing control measures
  - communicate and facilitate participation with our employees, clients, partners, and other stakeholders

## 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 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
- 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
- looking out for colleagues and intervening as required
- behaving in accordance with this policy

John Bianchini  
Chief Executive Officer  
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