

# Health and Safety policy



At Hatch, health and safety is a core value. Nothing is more important than the health and safety of our employees, clients, and partners. Our goal is No Harm; this 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 health and safety into our business planning, development, and decision making process.
- Operate our own facilities safely.
- Implement “Designing for Safety” principles as we plan, design, construct, and commission safe facilities for our clients.
- Effectively implement a Health and Safety Management System on all of our projects.
- Provide a healthy and safe workplace environment for our staff by managing the risk for injury and occupational illness.
- Strive to continuously improve our performance.
- Comply with all applicable legislation.
- Regularly review our overall company performance, as well as our performance on individual projects.
- Give employees the training, opportunity, and encouragement to learn about the risks in their work and how to mitigate them.

- Follow the Hatch Project LifeCycle Process incorporating health and safety principles on all our projects.
- Establish objectives, targets, and a plan for the implementation of this policy.
- Communicate openly with our employees, clients, contractors, and other stakeholders regarding health and safety matters

## Responsibility and accountability:

- The ultimate responsibility 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 to include adequate time and resources for the implementation of this policy on 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 that do not place others at risk.
- Reporting all unsafe conditions to their supervisor.
- Obeying safety and health instructions.

John Bianchini  
Chief Executive Officer  
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