



## HEALTH AND SAFETY POLICY

Besides our areas of activity and our desire to always build better projects for our customers, the well-being of everyone and the commitment to build a culture of health and safety also remains a priority at all times. We regularly implement new management strategies, processes and procedures to improve working conditions and provide a safe environment for all. The health of our employees and the prevention of workplace hazards are fundamental values for management and employees alike. We continually emphasize the need for employees to be involved and accountable in the identification, prevention and elimination of hazards and injury risks. We are committed to this every day.

### Our Concrete Commitment

- **ENSURE** compliance with applicable health and safety laws and regulations, as well as company and customer quality, health and safety rules, policies, procedures and practices.
- **IDENTIFY** hazards and **ANALYZE** and **MANAGE** risks to help reduce or even eradicate them.
- **TRAIN** and **INFORM** employees, subcontractors and anyone entering our work sites of the health and safety standards in effect. **ENSURE** that subcontractors are informed and that they respect and commit to adopting the same principles as our company, i.e. Strive to have safe workplaces by respecting the established standards.
- **PROVIDE** our employees with the proper tools and equipment so that they can perform their duties in a safe and responsible manner at all times.
- **BUILD** a sustainable and responsible culture within our workforce.

### Our actions

The management of **GROUPE NORDMEC** imposes the necessary measures to ensure the health and safety for all its employees and collaborators. Management provides its employees with the training, information, tools, protective equipment and supervision to perform the work to be done in a safe manner, as these are the prerequisites for good cooperation and openness in health and safety at work.

Each employee is responsible for the quality of his or her work and safety and, through his or her actions, contributes to the achievement of a healthy and safe work environment. All members of the organization participate in the success of this policy and make health and safety, as well as quality and continuous improvement, an integral part of their daily work.

### Our Oversight

As president of Groupe Nordmec, I have the duty to assume the implementation and the enforcement of this policy by using appropriate means to maintain the stated will of the company.

Joël Prud'homme - President