



QUALICO HEALTH AND SAFETY POLICY



Purpose

Qualico is committed to protecting the personal safety and health of every Employee, Contractor, Supplier, Client and Public who may have come into contact with any of our worksites. We consider this to be one of our most important responsibilities. Qualico recognizes that it is every worker's right to work in a safe and healthy work environment. Qualico is committed to work in a spirit of consultation and cooperation with its Employees and Contractors, promoting the continuous improvement of health and safety on the work site.

Scope

This policy applies to everyone that Qualico employs or has business relations with. This includes individual people such as employees, interns, volunteers, but also business entities, such as vendors, contractors, customers or related companies.

Policy

Safety is the direct responsibility of all persons. Therefore, Qualico Employees and Contractors will be held accountable for their health and safety responsibilities and duties, as defined by this Health and Safety Program. Qualico Leadership and its Regional Safety Managers will meet annually to review this Policy.

Qualico will strive to eliminate any foreseeable health and/or safety hazards which may result in property and/or environmental damage, incidents, or personal injury/illness, including hazards that may affect the physical, psychological and social well-being of all persons.

Qualico recognizes and values the involvement and importance of the Joint Health and Safety Committee's (JHSC's) members in the development, maintenance and continuous improvement of Qualico's Health and Safety Program. JHSC representatives will act as stewards of positive health and safety culture within



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Safety Department

Qualico, supporting and participating in JHSC activities and mandates, as set out by the Terms of Reference.

Qualico's escalation procedures recognize the right for any Employee to speak up should they feel their safety or safety of others is compromised in any way and protects the Employee who raises issues or reports concerns in good faith, free from retaliation.

This information in this Policy does not take precedence over all Applicable Legislation, with which all persons should be knowledgeable and compliant.

Signed:

Date:

A handwritten signature in blue ink, consisting of a stylized 'K' followed by a series of loops and a wavy line.

August 24, 2025

Kevin Van, President