

## **HEALTH, SAFETY, SECURITY, AND ENVIRONMENT POLICY**

Syncopate Leadership (Syncopate) has an interdependent health and safety culture built on caring, teamwork and ownership of Health, Safety, Security and Environment (HSSE) by Syncopate employees.

Syncopate is committed to:

- The continued health, safety and security of our employees, subcontractors, clients and the public
- The prevention of injury and illness
- The promotion of personal health and well-being
- Enhanced environmental performance and
- The protection of the environment and prevention of pollution.

Concerning our activities and services, we shall:

- Embed HSSE in our work and business planning and influence our clients and subcontractors to take a similar strategic approach
- Provide our employees with the skills, resources and time that they need to work in a healthy, safe and environmentally responsible manner
- Work to minimize environmental impacts and
- Comply with applicable legislation and other relevant requirements relating to health, safety and environment.

The CEO is responsible for establishing the HSSE Policy and objectives for our organization, as well as the implementation of our HSSE Policy and objectives.

Management Teams are responsible for implementation of HSSE objectives and standards, consulting with employees on HSSE matters and resourcing HSSE.

Employees are responsible for complying with legislative and Syncopate 's HSSE standards, working in a manner that will not endanger themselves or others, using and maintaining their personal protective equipment, reporting hazardous, unsafe or unhealthy work conditions and incidents, and participating in activities to improve HSSE performance.

Employees are empowered to exercise the right to refuse unsafe work and to take appropriate steps to stop work where necessary.

Contractors are responsible for conducting their work in a manner that meets or exceeds legislative and Syncopate's HSSE standards.

Syncopate is committed to continual improvement in HSSE. This Policy shall be reviewed and updated annually.