

## Health and Safety Policy

At CMIC health and safety (H&S) is one of our core values, a key driver of innovation and part of everything we do. We recognize the importance of protecting the health, safety and wellness of our employees, secondees, contractors, visitors and volunteers. We are committed to delivering the highest level of H&S performance to achieve a goal of “no harm” to people and as well as to the communities and environments in which we work and which we might impact by our operations.

To meet these aspirations we will:

- 1) Operate our work environment in a safe manner to protect our workers from injury or occupational disease.
- 2) Provide a healthy and safe working environment, meeting all legislative requirements and standards compliance.
- 3) Include H&S improvement as an important criteria in project selection and execution.
- 4) Ensure the existence and use of H&S management systems appropriate to each project are specified in each project contract.
- 5) Require that our employees and project participants become aware and adhere to third party H&S requirements, including training, when CMIC projects occur on the property or in the facilities of third parties.
- 6) Strive to continuously improve our H&S performance.
- 7) Annually perform individual project H&S performance reviews and a CMIC overall performance review.
- 8) Give employees, contractors, secondees and volunteers the opportunity and encouragement to participate in the OH&S management activities.
- 9) Establish objectives and targets for the implementation of this policy.

Responsibilities and accountability:

- 1) Every Project Manager is responsible for implementation of this Health and Safety policy on his/her project.
- 2) The CEO has responsibility for leading the implementation of the Health and Safety policy.
- 3) Employees, contractors, secondees and volunteers are responsible to care for the health and safety of themselves and their colleagues and will be held personally accountable for the discharging of their responsibilities.