Implenia

HSE POLICY

Health, safety and wellbeing are fundamental to how we work at Implenia. We are committed to protecting people and the environment and providing safe and healthy working conditions. We want everyone who works for or with us to return home safe and healthy every day.

HSE is a line management responsibility and accountability for HSE performance cannot be delegated. Leaders at all levels lead by example, engage actively with their teams, create safe and healthy working conditions, and act on concerns or unsafe situations.

Everyone is encouraged and expected to speak up when something feels unsafe or wrong. Everyone has the right and responsibility to stop work if they believe health or safety is at risk, without fear of reprisal.

Across the Group, all business units manage HSE systematically. In practice, this means that they:

1. Act responsibly & manage risks

- Comply with applicable legal, regulatory, internal and certification-related requirements and industry standards
- Eliminate hazards wherever possible and reduce HSE risks to the lowest reasonably practicable level
- Require subcontractors to comply with applicable Implenia HSE standards
- Provide appropriate resources, equipment and regular HSE training

2. Protect people & the environment

- Protect and promote physical and mental health, wellbeing and psychological safety
- Prevent or reduce environmental impacts and use natural resources responsibly
- Consult workers and enable their participation in HSE matters

3. Drive continual improvement

- Set clear HSE objectives, take action and continually improve HSE performance and the HSE management system

Implenia reports publicly on its HSE performance and shares experience and knowledge with interested parties.

Implenia Executive Committee

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