



WSP USA Policy

Health, Safety, and Environment

EFFECTIVE DATE: 01/01/2024



HEALTH, SAFETY, AND ENVIRONMENTAL POLICY

Our employees are at the heart of everything we do. Through a partnership of management and staff, we strive to provide and maintain a safe and healthy workplace in which no one is harmed, and the environment is protected. Our Culture of Caring and Zero Harm Vision are for Health, Safety, and Environmental (HSE) responsibilities to be embraced throughout the regions. Accordingly, the company is committed to:

- Continuously striving to eliminate incidents from our business while minimizing impact to the environment.
- Taking all reasonable action to meet or exceed the applicable occupational health, safety, and environmental requirements, and continually monitoring and improving operations, procedures, technologies, and programs that are conducive to maintaining a safe and healthy working environment.
- Having executive leadership that will champion our Culture of Caring and the HSE improvement process and provide visible leadership and resources to implement our Zero Harm Vision and Roadmap.
- Providing employees with the knowledge and skills necessary to perform their jobs safely and asking them to make a commitment to 'Make Safety Personal' leading to a Zero Harm culture.
- Working with clients to promote health, safety, and environmental impact considerations in the planning, designing, and management of projects.
- Establishing HSE performance measures as key indicators for organizational excellence and incorporating safety as a core process throughout the company.

To meet these commitments, all employees are to be proactive in making health, safety, and environment rules and procedures integral to how they perform their work for WSP. Additionally, employees are to report all accidents, incidents, unsafe acts, near misses, and observations in a timely manner. Our HSE commitment requires the combined efforts of engaged management, responsible and knowledgeable supervisors, and conscientious and well-trained employees.

A handwritten signature in black ink, appearing to read 'Lou Cornell'.

Lou Cornell

President and CEO, WSP-USA