

Health and Safety Policy

At CMIC health and safety (H&S) is paramount, is part of everything we do, and a key driver of innovation. We recognize the importance of protecting the health, safety, and wellness of all people associated with the CMIC (including 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 the communities and environments in which we work and that we might be affected by our work.

To meet these aspirations, we will:

- 1) Provide a healthy and safe working environment.
- 2) Incorporate safe work procedures that aim to protect our workers from injury or occupational disease.
- 3) Include continuous improvement in H&S performance as an essential criterion in project selection and execution, and as part of our performance requirements.
- 4) Use of H&S management systems appropriate to each project as part of a project contract requirement.
- 5) Require that our employees and project participants working at third party facilities are properly inducted and are aware of the site-specific H&S requirements
- 6) Annually review H&S performance for the CMIC and all its projects.
- 7) Encourage all our stakeholders (e.g. employees, contractors, secondees and volunteers) to actively manage their safety and that of their team members
- 8) Publicly report our health and safety performance.

Responsibilities and accountability:

- 1) The CEO has responsibility for leading the Health and Safety policy implementation.
- 2) Every Project Manager is responsible for implementing this Health and Safety policy on their project.
- 3) Employees, contractors, secondees, and volunteers are responsible for caring for their health and safety and that of their colleagues.