

HEALTH, SAFETY & ENVIRONMENT POLICY STATEMENT

As a leading North American construction solutions partner, Graham succeeds because we place the Occupational Health of our people, our business partners, along with the protection of our communities and the environment in which we live, above all else.

Our core Health, Safety and Environment (HSE) values influence every aspect of the Graham organization. Our health and safety policies acknowledge that people are our most important asset – whether employees, clients, vendors or visitors to our areas of work. All stakeholders and employees share the responsibility.

Graham's HSE management system is governed by our Leaders who provide a safe and healthy workplace for the prevention of work-related injury, ill health and protecting the environment. This system provides a framework for excellence at all levels, providing clear management expectations, detailing employee responsibilities, and serving as a mechanism for continuous improvement.

GRAHAM



SUCCESS DEPENDS ON GRAHAM'S HSE KEY VALUES

LEADERSHIP

Graham management is responsible for leading the implementation of our HSE management system and for supporting all company-wide initiatives as directed by the Executive HSE committee.

TRAINING

Graham's mandate is to prevent all incidents first, by understanding the risks associated with every job and individual, mitigate those risks and second, by enhancing performance with appropriate training and tools.

ACCOUNTABILITY

All personnel engaged on Graham sites must follow established policies, standards, procedures and accept responsibility for their actions. Personnel must be fit for work. Working safely is a condition of employment.

INTEGRATION

Successful execution of our HSE management system is critical to Graham's future, ensuring success through improved Health, productivity, reliability, quality, and service.

COMPLIANCE

Graham's policies reflect significant planning and compliance with best- in-class processes and practices. Implementation is advanced by having employees engaged in the development of the HSE MS.

Graham will fulfil legal and other requirements by ensuring that HSE practices meet or exceed all regulated standards for health, safety, and environmental performance.

CONTINUOUS IMPROVEMENT

Achieving success on all fronts is a journey, not a destination. Graham continually works to improve our performance and refine our HSE MS policies and processes.

EMPLOYEE/STAKEHOLDER PARTICIPATION

Graham's success depends on all stakeholders meeting their obligations – employees engaged, consulted, and contributing to the HSE MS, acting responsibly on the job and clients, vendors and visitors recognizing and supporting our values and goals.

Graham recognizes all employees have the right to a safe and healthy work environment, the right to know the hazards at work and how to control them, the right to participate in finding and controlling workplace hazards; and the right and requirement to refuse work that you believe entails unacceptable risk.

We seek feedback from internal and external stakeholders to strengthen our HSE MS development and implementation.



A handwritten signature in black ink that reads 'A Trewick'.

ANDY TREWICK

President & CEO | January 2025