
	<b>HEALTH AND SAFETY POLICY</b>	Policy #: HS-101
	Department: People and Culture	Version #: 3
	Approved By: Board of Directors, and President & CEO	Date Created: 05/02/2022
	Signature: 	Date Revised: 11/01/2023

**1. Purpose:**

GrandBridge Corporation and its direct and indirect subsidiaries (collectively referred to as the “Corporation”) are committed to the health and safety of employees, customers, the public, service providers, and contractors. In order to fulfill this commitment, we develop, implement, and work to continually improve our Health and Safety policies, standards, procedures, and performance measures. The health and wellbeing of the public, every employee, service provider, and contractor is critically important, and our ultimate objective is to eliminate injuries and losses.

**2. Scope:**


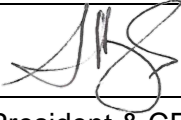
This Policy applies to the Corporation’s employees, service providers, contractors, and subcontractors working on behalf of the Corporation. The Policy Statement will be communicated to all employees and contractors employed by the Corporation and will be available to the public.

Please refer to the attached Health and Safety Policy Statement.

**3. Document Review:**

The Human Resources, Nominating and Governance Committee (“HRNG Committee”) shall review the provisions of this policy on an annual basis.

**4. Document Approval:**

Approved by:	Signature	Date
(signature on original copy only and not on posted version)		November 1, 2023
	Chair, Board of Directors	
		November 1, 2023
	President & CEO	

**5. Revision History:**

Version Number	Date (mm-dd-yyyy)	Description of Change	Author/Editor
1.0	05/02/2022	New Policy	J. Hale-McDonald
2.0	02/09/2023	Annual Review	P.Evans / M.Paquette
3.0	11/01/2023	New President & CEO	M. Paquette



## HEALTH AND SAFETY POLICY STATEMENT

GrandBridge Corporation and its direct and indirect subsidiaries (collectively referred to as the “Corporation”) are committed to the health and safety of employees, customers, the public, service providers, and contractors. It is the aim of the Corporation to design an electrical system, fibre optic system, and other property and equipment that can be operated and maintained safely by and for our employees, service providers, contractors, and the customers we serve. In order to fulfill this commitment, we develop, implement, and work to continually improve our Health and Safety policies, standards, procedures, and performance measures. The health and wellbeing of the public, every employee, service provider, and contractor is critically important, and our ultimate objective is to eliminate injuries and losses.

The Corporation will manage risk and take every reasonable precaution for the protection of workers in order to provide a workplace that is safe and healthy for our employees, visitors, contractors, service providers, and the communities in which we operate. Supervisors will be held accountable for the health and safety of workers under their supervision.

This Policy applies to the Corporation’s employees, service providers, contractors, and subcontractors working on behalf of GrandBridge Corporation and its subsidiaries. This Policy Statement will be communicated to all employees and contractors employed by the Corporation and will be available to the public.

### **Core Principles:**

GrandBridge Corporation is committed to the prevention of workplace injuries, for its employees, contractors, subcontractors, visitors, and the public. The Corporation will provide a workplace free of violence and harassment as we believe that all employees and contractors have the right to perform their work in an impartial and nurturing environment.

GrandBridge Corporation is committed to complying with all applicable health and safety compliance obligations and expects that its employees, service providers, and contractors will follow all applicable Health and Safety Legislation, the Occupational Health and Safety Act, the Rules and Safe Practice Guides of the Infrastructure Health and Safety Association, and the GrandBridge Corporation Health and Safety Policies, Standards and Procedures.

GrandBridge Corporation is committed to working jointly with employees in the continual improvement of its health and safety management system to enhance health and safety performance.

GrandBridge Corporation will train and communicate with our employees so they have the knowledge and skills to work in a safe and healthy manner and take an active role in health and safety management. Each employee, service provider, and contractor is expected to utilize the training, tools, and equipment required to perform their work safely. Each person performing work on behalf of the Corporation must consider it a personal responsibility to maintain a positive and constructive attitude with respect to health and safety matters and to both promote and follow safe work practices at all times.

A handwritten signature in black ink, appearing to read "SH", is positioned above a horizontal line.

Sarah Hughes  
President & CEO