Health, Safety, Security and Environment (HSSE)

CSA Group is committed to creating a better, safer and more sustainable world. We take the approach that all incidents are preventable and the management of health, safety, security and environmental impacts is a collective responsibility amongst all CSA Group Employees.

Our Commitments

- **Safe and healthy working conditions:** Eliminate and minimize, where possible, physical and psychological health and safety hazards and associated risks. Creating a safe and supportive culture that promotes mental health and wellbeing through increased access to mental health resources, training and support.
- **Protection of the environment:** Commit to the prevention of pollution and proactive measures to mitigate the negative effects of climate change.
- **Employee Consultation, Participation and Training:** Provide opportunities for consultation, participation and training of our employees to foster a safe, secure and environmentally responsible work environment by involving them in our HSSE management programs, objectives and targets.
- **Legal and Compliance Obligations:** Meet or exceed applicable health, safety and environmental laws, regulations, standards and other compliance obligations across all operations through the implementation of global policies and practices. We strive to maintain a consistent level of HSSE management across all our locations.
- **Integration with Business Activities:** Take into account health, safety, security and environmental considerations into day-to-day operations and business development activities.
- **Continuous Improvement:** Monitor and continuously improve our health, safety, security and environmental objectives and performance.

Employee Responsibilities

All employees have the responsibility to consider health, safety, security and the environment related to CSA Group activities. These include:

- **Reporting unsafe acts and conditions:** Each employee is responsible for reporting unsafe situations, poor environmental conditions and all incidents through the appropriate channels.
- **Understanding and following health, safety, security and environmental policies and programs:** Each employee is accountable for their actions related to health, safety, security and the environment with the responsibility to understand the associated policies and programs.

Creating a better, safer and more sustainable world starts from within. We will take a collective responsibility to creating, maintaining and improving a healthy and safe working environment for our employees and taking the measures to reduce our impact on the environment.

Approved By:



David Weinstein, President CEO

Supported By:

Site Manager

Issue Date: April 2026
Replaces: April 2025