

Safety, Health & Environment

Purpose

This policy establishes the framework to safeguard TTS employees and stakeholders through effective management of risk and commitment to a Culture of Caring.

Commitment

In recognition of the right to a safe and healthy working environment, TTS is committed to maintaining the physical, psychological, and social well-being, of our employees, stakeholders, and global communities through appropriate risk management strategies.

To advance our Safety, Health & Environment (SH&E) program, TTS is committed to:

- A vision of wholistic illness and incident prevention for TTS employees, stakeholders, and the environment.
- Implementing a Safeguard program, a highly effective SH&E management system guided by our Life-Preserving Principles, to empower employees and drive continuous review and improvement.
- Effectively managing SH&E risk throughout the project lifecycle, through identification and development of suitable actions using an established hierarchy of controls.
- Appropriately meeting client requirements and properly incorporating all applicable local, state, provincial and national SH&E regulations, and legal requirements.
- Fostering a safety culture based on equity, diversity, and inclusion, where communication, collaboration, and consultation enable ownership for the well-being of self and others.
- Advancing established goals of pollution prevention, resource conservation and environmental sustainability as set out in the Sustainable Legacies strategy.
- Setting appropriately aggressive SH&E performance goals and Core Value Metrics; working with employees and business partners to meet targets and promote continuous improvement opportunities.
- Establishing TTS as the global provider of choice through safe and healthy execution of professional services throughout the project lifecycle.

Participation

Individual ownership of the TTS Safeguard program is required through the participation of all parties in our company-wide culture of caring.

TTS expects its leaders, managers, supervisors, employees, and subcontractors to:

- Support their own well-being as well as the well-being of all other stakeholders both on and off the job.
- Demonstrate this commitment through compliance with applicable rules and properly identifying, managing, and eliminating hazards and reducing risk in the workplace.
- Engage in planning and training to enable competency and the proper and appropriately maintained equipment, materials, and personal protective equipment required to work safely and respond as necessary to emergencies.
- Take action to stop work if the work cannot be executed safely or if conditions or behaviors are unsafe or unhealthy.
- Immediately report SH&E incidents, near-misses, unsafe conditions, and at-risk behaviors; participate in investigation processes to enable learning and implementation of corrective and preventive actions.

Accountability

TTS expects continuous improvement in our Safeguard program, where everyone participates, and leaders drive accountability to achieve SH&E excellence.

TTS management, employees, and subcontractors will be held accountable to their commitment and participation through:

- Recognition and reward of those who positively contribute to excellent SH&E performance.
- Inspections, investigations and reporting to assess SH&E management system application; elevation of high potential findings to leadership to enable appropriate action.
- Suitable action such as coaching or disciplinary measures when expectations are not met.

Review and Communication

This Policy and associated SH&E management system will be reviewed annually and will be made available to all persons under the control of the company.



Allan Soll
Chief Executive Officer

August 24, 2023

Date