HSE POLICY

CEDA is committed to actively promoting and protecting the health and safety of its employees, contractors, customers and any person affected by its activities. We are equally committed to performing all operations in a responsible manner to effectively protect the environment.

All levels of management are responsible and accountable for providing leadership, clear vision, strategic direction, and necessary resources to meet or exceed identified Health, Safety and Environment (HSE) performance targets.

Supervisors are responsible for maintaining a safe work environment, in which employees are adequately trained and able to identify hazards and apply control measures to eliminate or mitigate potential risks.

All employees, contractors and others engaged by CEDA share the responsibility to comply with the HSE legislation and with established CEDA policies, practices and procedures in the Health, Safety and Environmental Management System (HSEMS). Employees are expected to work in a manner which safeguards them, their co-workers, our customers, the public and the environment.

We are committed to:

- Preventing workplace incidents including injuries, illnesses and damage to property, equipment or machinery.
- Actively promoting the social well-being of all employees by creating safe and healthy workplaces that are free from workplace harassment or violence.
- Creating an environment where employees know and understand their three basic rights: the right to know or be informed about actual and potential workplace hazards, the right to participate in the workplace health and safety activities through Joint Health and Safety Committees (JHSC) and the right to refuse unsafe or dangerous work.
- Providing solutions to eliminate or minimize our environmental impacts and pollution.
- Meeting or exceeding CEDA, client, legislative HSE requirements and industry best practices.
- Providing the resources, materials, training and equipment for achieving health, safety and environmental excellence.
- Continually improving HSE performance by working with all employees to develop and implement the HSEMS.

We expect active support of this policy as a condition of employment and a standard for all with whom we do business.

Kevin Fleury
President & CEO
CEDA
January 1, 2020

This document is reviewed on an annual basis by CEDA's Executive team.