



Health & Safety Policy and Philosophy

***“Excellence in Health & Safety
Our Priority, Our Commitment”***

Jim Hewitt

Across the Hewitt Group, Health & Safety is more than a Priority – it’s a way of life. Each and every day, we must create a workplace that fosters and protects the Health & Safety of all our Employees, customers and suppliers. This commitment is fundamental to our success and deeply integrated within our Company Values.

Our Guiding Principles

- Life is precious and must be protected at all costs.
- Injury prevention is our Number 1 Priority in the workplace. All accidents can be prevented.
- Zero Accidents is our objective and is achievable with the collaboration of engaged people.
- Health & Safety is in everyone’s best interest. Everyone is responsible for respecting, reinforcing, and continuously improving Health & Safety.
- Our commitment extends well beyond the workplace as Health & Safety is just as important at home and everywhere else.

“I encourage you to make Health & Safety your Number 1 Priority. Let’s continue to remain focused on this Priority at all times in all our workplaces and in everything we do”

Jim Hewitt

HOW WE CAN MAKE A DIFFERENCE?

Our Action Plan to Bring Health & Safety to Life!

For every member of the Team

- We understand that Health & Safety is more than a Priority; it’s a way of life, essential to our well-being and those of our colleagues and customers.
- We fully understand our responsibility regarding Health & Safety.
- We are proactive and respect the Health and Safety procedures of the Company as well as applicable legislation.
- We actively participate in applicable training programs in order to understand the tools, information and procedures available to us.
- We work safely and take precautions for ourselves and for those around us.

- We regularly inspect our equipment and workplace.
- We immediately identify/report risks and suggest solutions to improve Health & Safety.
- We understand our emergency and evacuation procedures, are ready if an event occurs and learn from all incidents.
- We know when to say “no” to customers, suppliers and colleagues if we identify a Health or Safety risk and work with them to find a safe solution.
- We know that everyone of us can make a difference!

For every member of the Management Team

- We develop and implement Health & Safety programs which meet all requirements of applicable legislation.
- We make sure all Employees understand Health and Safety measures and apply them.
- We provide the training, tools and resources needed to implement our Health & Safety Policy and Philosophy.

- We encourage the active participation of all Employees and maintain open and transparent communications on Health & Safety matters.
- We strongly encourage Employees to identify, communicate and eliminate risks and we deal effectively and urgently with Health & Safety issues that are brought to our attention.
- We strive to continuously improve our Health & Safety practices in order to achieve our objective of Zero Accidents.



JIM HEWITT
CEO