

HEALTH, SAFETY, AND QUALITY POLICY

SSA Canada Holdings Ltd. and its subsidiaries, affiliates, and divisions (collectively, "SSA Marine", and sometimes referred to as the "Company", "we", or "us", and in the possessive sense as "our" or "ours") are committed to protecting the health and safety of our employees, customers, and stakeholders while maintaining the highest standards of operational quality. Several SSA Marine companies hold certifications such as ISO 9001, ISO 14001, ISO 45001, B-Corp, Green Marine, and COR. For operations that are not formally certified, our management systems continue to conform to applicable ISO requirements. While this policy covers Health, Safety, and Quality (HSQ), environmental responsibilities are governed under the Carrix Environmental Policy, which outlines our corporate sustainability principles and aligns with our management systems.

Management Responsibilities

Our management team is responsible for setting the strategic direction of our HSQ program and ensuring compliance with all applicable legal and regulatory requirements. Management is also committed to:

- Providing the necessary resources to fulfill HSQ obligations.
- Identifying, assessing, and reducing risks to the lowest practicable level.
- Establishing measurable HSQ objectives and targets.
- Promoting continuous improvement through audits, reviews, and performance monitoring.
- Consulting with workers and encouraging participation in HSQ initiatives.
- Promoting, recognizing, and celebrating safe practices and achievements across all levels of the organization, reinforcing a culture where safety is valued.

Supervisor and Employee Responsibilities

- Supervisors receive training to uphold their HSQ responsibilities and comply with standards and regulations.
- Employees are empowered and expected to perform their duties safely, following company policies, procedures, legislation, and best practices.
- Open, two-way communication is encouraged to ensure employees can provide feedback and voice concerns.
- Unsafe conditions, hazards, or behaviours must be reported promptly and addressed in a timely manner.
- Actively participate in and promote safe practices by recognizing, sharing, and celebrating examples of safety excellence and improvements among peers, thereby contributing to a positive safety culture.

Our Commitment

We believe safety, quality, and operational efficiency go hand in hand. By working together and actively promoting, recognizing, and celebrating safe practices and improvements, we can prevent accidents and injuries while maintaining excellence in our operations. SSA Marine is dedicated to fostering a collaborative culture where health, safety, and quality are shared priorities, and continuous improvement is integral to how we work every day.



Kim Stegeman-Lowe
President, Canadian Region