

April 1, 2022

## Policy Statement

BGIS is committed to providing safe and healthy working conditions for the prevention of injury and ill-health to our team members, partners, Clients, vendors, visitors and any other party while delivering innovative business solutions through a culture of caring, innovation, and high performance.

## Our Approach

Guided by ISO 45001 and our integrated management system, BGIS is committed to reducing the number of injuries to as close to zero as possible through the elimination of hazards and the reduction of occupational health and safety risk. We use a proactive and collaborative approach in our work with our clients, vendors and team members to create and foster a safe and healthy work environment. BGIS utilizes the management system framework of Plan – Do – Check – Act to establish occupational health and safety objectives and plans. Our passion for innovation empowers our team members to explore new approaches to address Health and Safety issues enabling us to achieve our vision of Workplace Zero.

## Governance and Leadership

Senior management acknowledges its responsibility for setting and evaluating health and safety objectives to ensure continual improvement of health and safety systems and overall performance. We fully seek to comply with our own BGIS standards and meeting or exceeding applicable legislative and industry standards.

## People Engagement

We are committed to providing appropriate resources, training, tools, procedures and support to enable our workforce to perform their roles safely and competently and to developing and implementing initiatives to optimize the health, wellness, and overall well-being of our team members. Our team members are expected to be fit for work mentally and physically and BGIS will provide support in the event of injury or ill health. Through consultation and participation, BGIS ensures that team members are involved in the decisions that may impact their health, safety, wellness, and overall well-being. By the same token, all team members, vendors, and contractors have an obligation to follow all health and safety requirements during work activities to ensure BGIS remains one of the safest places to work.

## Accountabilities

All Team Members within BGIS will uphold this Health & Safety Policy. Team Leaders are accountable for the effective implementation of the Health and Safety Management System within their respective areas and ensuring that the health and safety objectives are clear to all those within their area. The communication of this policy is paramount to its understanding and effectiveness. This policy is communicated to everyone working for, or and on behalf of, BGIS. The Policy is made available to all interested parties at [www.bgis.com](http://www.bgis.com).



**Gord Hicks**  
Chief Executive Officer



**Peter Papagiannis**  
Chief Operating Officer