

Occupational Health, Safety and Wellbeing Policy



Leadership > Foresight > Vigilance > Discipline

Ensuring and safeguarding health, safety and wellbeing in the workplace is a key component of Énergir's corporate strategy. This commitment is in line with the company's vision of standing out as a socially responsible company in terms of environmental, social and governance (ESG) criteria for the benefit of all employees, customers, communities.

Énergir's management is committed to showing leadership by pursuing Occupational Health, Safety and Wellbeing initiatives in the course of its activities.

Énergir considers Occupational Health, Safety and Wellbeing an integral part of its management and decision-making processes.

At Énergir, we integrate these elements into our activities in our ongoing quest to continuously improve our performance and our management system.

To ensure safe and healthy working conditions by promoting the prevention of work-related physical and psychological risks, and to maximize our ability to meet our objectives, Énergir is committed to:

Risk management

- Proactively and regularly identifying hazards and assessing associated risks, in partnership with our employees.
- Making the elimination or mitigation of work-related physical and psychological risks, as well as compliance with legal and other applicable requirements, an integral part of our strategies.
- Improving our control of critical and predominant risks by strengthening our skills and knowledge and adopting key behaviours simply, clearly and diligently as part of critical activities, such as by following Énergir's Golden Rules program.

Strong partnership

- Basing our Occupational Health, Safety and Wellbeing management practices on the consultation, participation, synergy and engagement of our employees, union representatives, contractors, suppliers and subsidiaries.
- Maintaining a corporate culture that prioritizes Occupational Health, Safety and Wellbeing.

- Promoting dialogue and teamwork to improve our practices and look after one another.
- Encouraging the reporting of incidents, conducting investigations and taking necessary measures to prevent similar situations.
- Promoting proactive approaches to Health, Safety and Wellbeing outside the workplace.

Health and wellbeing

- Promoting a workplace that encourages wellbeing, health and healthy lifestyle choices among our employees.
- Encouraging interactions that foster a respectful and courteous environment among employees and others, at all times and in every situation.
- Defining and implementing initiatives inspired by best practices.

Every employee, contractor and supplier is responsible for actively supporting this policy, first by taking into account the impact of their actions on a daily basis, to respect the strategic principles and to fully take on the responsibilities entrusted in the management of Occupational Health, Safety and Wellbeing in the workplace to succeed all together.

Éric Lachance,
President and Chief Executive Officer

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