

Occupational Health, Safety and Wellbeing Policy

Énergir

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:

Commitment and safety culture

- Demonstrate leadership in workplace health, safety and wellbeing and maintain a culture of vigilance, prevention and open communication.
- Maintain a culture of vigilance, knowledge and sharing to encourage two-way communication, sharing of feedback and internal reporting of hazards, incidents and near misses without risk of disciplinary action.
- Ensure that all employees and contractors understand the risks and various human and organizational factors associated with their activities that may influence safety, and their role in preventing operational safety risks.

Risk management

- Proactively and continuously identify hazards and assess associated risks, in partnership with employees.
- Make the prevention, elimination or control of physical and psychological risks in the workplace central to company strategies.
- Aim to control critical and predominant risks by developing knowledge and skills and implementing key behaviours that are simple, clear, rigorous and essential in critical activities, including through Énergir’s Golden Rules program.

Partnership and participation

- Base occupational health, safety and wellbeing management on the consultation, participation, synergy and commitment of employees, union representatives, contractors, suppliers and subsidiaries.
- Maintain a strong corporate culture in occupational health, safety and wellbeing.
- Foster dialogue, collaboration and teamwork to continuously improve practices and care for people.
- Encourage reporting of incidents, investigate and take action to prevent similar situations.
- Promote proactive approaches to health, safety and wellbeing beyond the workplace.

Health and wellbeing

- Promote a work environment that fosters employee wellbeing, health and healthy lifestyle habits.
- Support, at all times and in all locations, interactions that contribute to a respectful and courteous environment among employees and with external stakeholders.
- Take the necessary measures to protect employees exposed in the workplace to situations involving physical or psychological violence, including domestic, family or sexual violence.

Continuous improvement

- Énergir is committed to meeting its legal obligations and continually improving the effectiveness of its occupational health, safety and wellbeing management systems.
- 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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