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THE POWER OF **ICONIC**

HEALTH AND SAFETY POLICY

We go home safe every night

At Iconic Power Systems, everyone is expected to understand, promote, and support the implementation of this health and safety policy. Nothing is more important than abiding by our beliefs and delivering on our commitments.

WE BELIEVE:

- Safety is a large part of our culture. It is driven by our field team and supported by our management team
- All incidents and injuries are preventable
- Everyone has the right to work in a safe workplace in which all workers are treated with respect and dignity
- All employees including leadership, managers, supervisors, workers, and contractors are responsible and accountable for protecting the health and safety of each other, the public, and working safely in an environmentally responsible manner
- Health and safety aspects must be considered when establishing processes
- Employee involvement, training, and communication are essential to achieving health and safety excellence

OUR COMMITMENTS:

- Sustain an effective HSE management system and promote a positive culture to prevent all injuries and work-related illnesses
- Protect and maintain the health and safety including the physical, psychological, and social well-being of all employees
- Meet or exceed all applicable government legislation, industry standards and societal expectations
- Set objectives and targets to continually improve HSE management and performance
- Provide timely and effective training, resources, and equipment
- Identify hazards, evaluate risks, and ensure controls are in place
- Learn from our incidents and apply corrective actions to prevent reoccurrence
- Involve and encourage the participation of employees and stakeholders in the improvement of our HSE performance
- Measure and share our HSE performance