

HEALTH AND SAFETY POLICY

Health and safety is a core value at Matrix and we believe that nothing is more important than protecting ourselves and each other from harm. Matrix works to achieve this goal by incorporating the following health considerations and safe work practices into everything we do.

Safety Leadership:

- Ensure that workplace incident prevention takes precedence over all other objectives.
- Invest in the health and safety management system by providing the necessary training, resources and support systems.
- Meet or exceed legislated, client and industry standards and requirements.

Active Participation:

- Require participation from all employees.
- Consult with employees, clients, associations and regulatory bodies to ensure that the health and safety management system is successful.
- Recognize employee contributions to improved health and safety performance.

Continuous Improvement:

- Ensure that our employees are fully trained in all aspects of the safe work practices and procedures necessary for their jobs.
- Evaluate health and safety performance and objectives to prevent future incidents and improve the health and safety management system.

Responsibility at Every Level:

- The Board of Directors and Senior Leadership Team provide the resources necessary to maintain a high level of health and safety and set clear targets.
- Project Managers and Field Crew Leads oversee health and safety practices and ensure company policies and procedures are followed at our worksites.
- Technical and Support Staff perform their work in a healthy, safe and conscientious manner, reporting any hazardous conditions to their supervisor.



Wherever Matrix operates, we will carry out our activities in a manner that ensures a healthy and safe work environment for everyone involved.