



**Title:** Occupational Safety and Health Policy

**Program Area:** Safety Management System (SMS)

**Number:** EMA-SMS-POL-01-7

**Adopted by:** Emera Inc, and its subsidiaries (the “Emera Company”)

**Owner:** Emera President & Chief Executive Officer

**Effective:** 02/23/2024

**Last Reviewed:** Q1 2024

**Supersedes:** EMA-SMS-POL-01-6 (04/01/2023)

## 1. Purpose and Objective

The objective of this policy is to confirm the Company’s commitment to the prevention of workplace injury and illness for employees, contractors and visitors through the integration of safety and health into all workplace activities.

## 2. Scope

Compliance with this Policy is mandatory for all employees, visitors, contractors, vendors and suppliers working at an Emera workplace.

## 3. Defined Terms

**Safety Management System (SMS):** The collection of safety and health related policies, procedures, controls and personnel that outline the safety expectations for the Emera Company, and when combined, reduce occupational safety and health risks.

## 4. Policy

Safety and health is Emera’s number one priority, ahead of any other business interest.

Together as a team, we are relentlessly focused on achieving world class safety and an Emera where no one gets hurt. We believe that all occupational injuries and illnesses are preventable and are working on strengthening our safety performance right across our business. We are passionately building a strong safety culture.

A key part of our commitment to safety is our Occupational Safety and Health (OSH) Policy that clearly outlines the company’s commitment to safety, our expectations from employees, contractors and visitors and the work we are doing together to build a stronger and safer company.

We are committed to:

- Providing a safe and healthy work environment for all employees and contractors, including proper tools and equipment, effective programs and procedures, and encouraging safety-conscious behaviour at all times.
- Ensuring our workplace conditions meet or exceed applicable legislative obligations and regulatory requirements.
- Implementing effective safety management systems that are intended to reduce health and safety incidents for employees and contractors include goal setting, performance measures, reporting, training, and monitoring to drive continual improvement.
- Supporting and encouraging employees to make safety a priority by proactively identifying and managing risks to prevent uncontrolled outcomes, and speaking up about any unsafe activities, conditions, or behaviours.
- Fostering psychologically safe workplaces.
- Empowering our safety and health committees to develop, maintain and improve safety initiatives
- Ensuring our facilities are constructed and well maintained, and our operations are carried out in a way that seeks to protect the public from risks arising from the services we provide and the networks we operate.
- Acting with urgency in response to unsafe conditions or emergency events.
- Communicating openly on our safety objectives for achieving world class safety.

Everyone has a role to play in creating a safe work environment. Achieving world class safety means industry leading safety results, clear and effective safety programs and procedures, a strong safety culture, and a commitment to continuous improvement. We are making great progress, but it will take all of us to achieve it.

## 5. Accountabilities:

**All employees, officers, & directors** At Emera, we believe that safety and health is a shared responsibility. All employees have a personal responsibility to follow established safety procedures, properly use equipment and tools, and wear required personal protective equipment provided for their protection and expect similar behaviour among team members.

All employees, regardless of their role or level in the organization, share the following fundamental responsibilities:

- Modeling desired safety behaviours, and always “walking the talk” as safety leaders,
- Integrating safety into every aspect of our daily lives, both at work and at home, and
- Doing whatever we can in our respective areas of accountability to solve safety-related problems and make improvements.

All employees, visitors, contractors, vendors and suppliers are responsible for reviewing and respecting this policy.

All employees and contractors have a right, and an accountability, to speak up and stop any work that is or may be unsafe.

## **6. Exceptions & Consequences:**

Disciplinary action, up to and including termination, may be taken against any Employee found to have violated this Policy.

Appropriate action will be taken against visitors, contractors, vendors and suppliers found to have violated this policy.

## **7. Inquiries:**

Questions, concerns or inquiries related to this policy should be directed to Emera Safety Department at [emerasafety@emera.com](mailto:emerasafety@emera.com). Emera reserves the right, at its sole discretion, to review or change this policy at any time.