



## OHS&E Policy

The Cahill Group, a multi-disciplinary contractor working across Canada is committed to providing a healthy and safe work environment and to managing its operations in a manner that protects and maintains the health and safety, including physical, psychological, and social well-being of all employees. Through continuous improvement of our HSE program and policies and through strict adherence to all safety guidelines, Cahill's goal of an incident free workplace can be achieved.

HSE objectives are set and reviewed to facilitate improvements to HSE management and performance throughout the organization.

Management supports full participation of all its employees in the company HSE program and provides tools, training, and procedures to ensure the safe completion of work. All management functions will comply with company HSE requirements as they relate to planning, operation, and maintenance of facilities and equipment.

Supervisors ensure that workplace hazards are identified, assessed based on level of risk and effectively controlled, that equipment is safe, and that workers are informed and trained. Supervisors will also ensure that all work is in compliance with the company health and safety program, all applicable jurisdictional regulations, and specific client safety requirements.


Employees and subcontractors working for Cahill must ensure their own safety as well as the safety of others and will perform their jobs properly in accordance with established procedures and safe work practices.

Cahill will establish OH&S Committees or Worker Representatives at each of its work sites, in accordance with applicable regulations. All workers, supervisors, managers, and the company president support the activities of the OH&S Committee or Worker Representatives and recognize their function as described in legislation.

Cahill's management, with OH&S Committee involvement, will regularly review company HSE policies and procedures to verify that all regulatory requirements are met. Cahill is committed to communicating and co-operating with all employees on health and safety matters.

The Cahill Group will not waver in its commitment to health, safety, and environment.

**\*The information in this policy does not take precedence over applicable government legislation with which all workers should be familiar.**

Signed:   
Frederick J. Cahill, P. Eng.  
President

Date: February 11, 2025