



GLOBAL WELL-BEING POLICY

MARCH 2023



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Created as of March 7, 2023

This Policy provides Global Well-being guidelines for directors, officers, executives, employees, and consultants (collectively, “**WSP Team Members**”) of WSP Global Inc. and its subsidiaries (collectively, “**WSP Global**” or the “**Corporation**”). Well-being is fundamental to WSP’s commitment to an inclusive culture where our people can thrive, and it enables us give back to the communities in which we work and live. WSP is committed to the health and well-being of its employees, including their physical, mental, and emotional health, financial security, and sense of belonging. We strive to create an environment where employees can flourish and reach their full potential, understanding that well-being threads through all elements of our employee experiences.

The purpose of this policy is to protect, support and promote the well-being of our people by communicating our values, providing resources, and implementing supporting workplace practices.

1. APPLICATION OF POLICY

Our approach to well-being at WSP takes into consideration:

- **Physical Health** – encouraging physical activity and movement
- **Mental and Emotional Health** – practices that replenish mental resources, manage stress, and encourage positive relationships in all areas of life
- **Finances** – promoting financial security at every life stage
- **Social and community** – a sense of belonging and connecting to the people who matter the most

This is reflected in specific regional Employee Well-being Programs that include:

Wellness Programs:

We offer a variety of wellness programs and activities that are designed to promote physical, mental, and emotional health, and social connection, including medical services, employee benefits, physical activities, health self-assessments, wellness seminars, professional support through employee assistance programs and financial advice.

Supportive Environment:

We strive to create an inclusive, supportive environment that values diversity and recognizes the unique strengths and perspectives of each employee. We provide training and development opportunities to ensure that our employees can reach their full potential and contribute to the organization. We support social connection through professional networks and social events.



Mental Health Resources:

We recognize the importance of mental health and are committed to providing support to our employees by offering access to mental health resources.

Work-Life Balance:

We assist our employees in maintaining a healthy balance between their work and personal lives by providing resources and support to help them manage their commitments and stress levels. For example, we offer time management resources, mindfulness webinars and on-demand work-life balance videos. We also offer flexible work arrangements, such as job sharing, part-time work, and hybrid working to help employees manage their personal and professional obligations.

Workplace Culture:

We are committed to creating a positive and supportive workplace culture. We seek to foster an environment of respect and inclusion, where everyone feels valued, appreciated, and has a sense of belonging.

2. GENERAL POLICY

Our leaders and employees are fundamental to the creation of a healthy work environment and culture. Our global and regional leadership teams are required to:

- Encourage employees' access and participation in initiatives that support health and well-being and lead by example;
- Place equal value on mental, emotional, social, and financial well-being, in addition to physical health and safety;
- Identify and minimize risks to health and well-being; and
- Consider well-being in the design of work requirements and the environments in which our people work.

3. COMMUNICATION OF THE POLICY

Copies of this Policy are made available to WSP Team Members, either directly or by posting of the Policy on the Corporation's intranet and website.

This policy will be reviewed periodically to ensure it remains aligned with our strategic objectives and priorities.