



# Health, Safety, Environmental and Quality Policy Statement

**Health, Safety, Environment and Quality (HSEQ) are integral to the way we work at WSP. Our vision is a commitment shared by WSP and all employees to consider and effectively eliminate or mitigate HSEQ risks affecting our people, projects and premises by seeking new and innovative solutions.**

We are committed to developing, implementing, and maintaining an integrated HSEQ management system that enables us to deliver our vision and drives continuous improvement across our organization. We count on our leadership and employees at all levels to deliver on our HSEQ commitments, in accordance with WSP's policies, processes and practices, inclusive of the Health and Safety, Environmental and Quality Policies.

We demonstrate our commitments to Health, Safety, Environment and Quality by:

- Promoting compliance with the requirements of ISO 45001:2018 Occupational Health and Safety, ISO 14001:2015 Environmental Management, and ISO 9001:2015 Quality Management.
- Promoting compliance with legal, statutory and regulatory requirements, as well as industry standards (where applied or certified).
- Promoting compliance with client requirements and consistent delivery of operational excellence.
- Developing and fostering a culture which supports the implementation of our HSEQ management system and its continuous improvement.
- Enabling the provision of suitable HSEQ instruction, guidance, and training to ensure employee competency.
- Ensuring a high level of HSEQ performance through the implementation of our HSEQ Excellence program.
- Regularly monitoring and verifying the effectiveness of our HSEQ management system.
- Setting objectives and targets annually, communicating these to all employees, and monitoring and reporting progress to the Governance, Ethics and Compensation Committee (GECC) of WSP's Board of Directors.

The commitments above are reflected in and supported by the requirements of our HSEQMS.

This HSEQ Policy Statement will be reviewed periodically to ensure it remains aligned with our strategic objectives and priorities. WSP will collaborate with our employees, clients and partners to comply with this Policy.

**Alexandre L'Heureux**

President and Chief Executive Officer

*November 21, 2024*