



Global Health and Safety Policy

Health and Safety is a core value at WSP. We care for all of our people and commit to preventing work-related incidents, injuries and ill-health by providing a safe and healthy work environment, safe equipment, comprehensive information and training, and by embedding safety every time, with everyone, in everything we do. We are committed to operating, maintaining, and continually improving our Health & Safety Management System (HSMS) which is compliant with ISO 45001:2018 and promotes excellence in Health and Safety. This policy applies to WSP Global Inc. and its subsidiaries (collectively, “WSP”), to all employees, directors, officers and others in an employment-type relationship with WSP including subcontractors and others over whom WSP has a duty of care.

WSP is committed to:

- Setting clear objectives and targets and regularly monitoring performance.
- Fostering a culture of communication, consultation, and collaboration with stakeholders and partners, and empowering our employees to actively participate in health and safety management and improvement.
- Ensuring compliance with all legal, statutory and regulatory requirements, as well as industry standards (where applied or certified) as applicable to WSP activities.
- Providing an appropriate level of resources and funding to support the implementation of our HSMS.
- Providing health and safety training for all of our employees.
- Proactively identifying, prioritising and eliminating actual and potential health and safety hazards and minimizing the risks associated with our activities, while supporting employees during their recovery and return to work where injuries have occurred.
- Identifying potential emergency scenarios and planning appropriate responses to limit their impact should they occur.
- Seeking to continuously improve our HSMS and the sharing of lessons learned across our operations.
- Requiring all our people to stop work and seek guidance if they are unsure about their safety or the safety of others, to report incidents, unsafe situations and infractions without repercussions.

Our global and regional leadership teams are committed to ensuring that health and safety is integral to the way we work, consulting with employees to implement, maintain and improve our HSMS and addressing health and safety concerns through health and safety committees and other forums as appropriate.

People leaders, project managers, and supervisors are required to clearly communicate health and safety risks and controls, confirm their effectiveness through observations, inspections and audits, and take action to improve controls and resolve concerns where required.

All employees are responsible for implementing these policy commitments in their work. Contractors and visitors must adhere to all health and safety requirements, follow instructions from our employees, and promptly report hazards, unsafe situations and incidents.

This policy will be communicated to entities working for, and/or on behalf of WSP and will also be made available to other stakeholders and partners upon request.



Alexandre L'Heureux

President and Chief Executive Officer

June 27, 2025

This policy has been approved by WSP's Board of Directors and will be formally reviewed annually or when substantial changes occur in legislation, organization or business drivers which impact our business.