

HEALTH AND SAFETY POLICY STATEMENT

HSMS-POL-001

Ver. 4.0

2026-03-31

At Clearway, we recognize that every worker has the right to a healthy and safe workplace. Senior Management is fully committed to protecting the health, safety, and well-being of all employees, subcontractors, suppliers, and visitors, and to maintaining a strong Internal Responsibility System (IRS) across all operations.

We:

- **W**elcome the belief that all incidents and injuries are preventable.
- **O**bserve established health and safety principles in all phases of our operations.
- **R**ecognize that visible and active management commitment is essential to a successful Health & Safety Program.
- **K**ee open lines of communication and promote cooperation between workers and Management.
- **S**trive to comply with applicable health and safety legislation and, where feasible, exceed minimum requirements.
- **A**dopt and continuously improve best practices to meet the spirit and intent of applicable health and safety legislation.
- **F**oster a culture of continuous improvement, including consideration of both physical and psychological health and safety.
- **E**nsure that health and safety responsibilities are clearly defined and understood by all workplace parties, including managers, supervisors, workers, subcontractors, suppliers, and visitors.

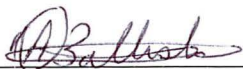
Senior Management is responsible for providing the leadership, resources, and direction necessary to implement and maintain the Health and Safety Program across all workplaces. We are committed to establishing, monitoring, and reviewing measurable health and safety objectives on a regular basis to drive continuous improvement.

Managers and Supervisors are responsible for enforcing safe work practices and procedures, taking every reasonable precaution to protect workers, and implementing timely corrective actions to eliminate or control hazards.

All employees, subcontractors, suppliers, and visitors are responsible for working in compliance with established health and safety requirements. Subcontractors must meet or exceed Clearway's health and safety standards.

Everyone has a duty to report hazards and incidents, take reasonable care to protect their own health and safety and that of others, and has the right to refuse unsafe work without fear of reprisal.

Clearway is committed to working cooperatively with all workplace parties through active participation in hazard identification, inspections, investigations, training, and continuous improvement initiatives to strengthen our safety culture.



March 31th 2026

Anthony Di Battista – President