



POLICY

# Health and Safety

Ensuring the day-to-day health and safety of employees, clients and stakeholders is a value that guides and directs our daily choices and decisions. We all share this responsibility at BBA, and we expect our employees and other external personnel (consultants, subcontractors, contractors and suppliers) to be actively involved in the risk prevention approach, in a spirit of consultation and cooperation.

Unsafe behaviour will not be tolerated at any time. We adopt the same rigour in health and safety with clients by behaving as members of their own team.



## ▮ Objectives

- Achieve health and safety excellence.
- Make health and safety a way of caring, behaving and living for all employees.
- Provide a healthy and safe work environment, an employee duty.

## ▮ Commitment

To do this, we are committed to complying with all applicable health and safety laws, regulations and standards. We provide direction and take measures necessary to protect not only the physical health and safety but also the psychological well-being of our employees.

In particular, we pledge to:

- Regularly assess our process to adjust it, as an opportunity for continual improvement.
- Rigorously apply our 10 BBA Golden Rules, the BBA Health and Safety Prevention Program and client rules.
- Offer our employees the means to protect themselves and reduce, as much as possible, any health and safety hazards at the source.
- Raise employee awareness through regular communications and offer the training required to carry out their tasks safely.
- Cooperate with the OHS Committee/WHM representative/designate.
- Periodically audit our projects and inspect our offices.
- Consult our experts, clients and suppliers to optimize our methods.

## ▮ General roles and responsibilities

The President and CEO of BBA is responsible for establishing the OHS structure including the vision, mission, values and commitments. They are responsible for determining the strategic orientations and ensuring the appropriate business processes are implemented to make sure employees adhere to this policy.

The Director – Health, Safety and Environment, is responsible for determining and establishing the means to achieve objectives. They are responsible for ensuring follow-up and compliance with applicable legislation and making sure that this policy and the directives put in place are implemented for all BBA legal entities.

Managers act on behalf of the employer and, consequently, have the same responsibilities under applicable legislation. They have the duty and the authority to ensure all BBA policies, programs, standards, practices and procedures are applied by all employees, consultants and contractors under their responsibility.

Employees are responsible for applying this policy, business processes and procedures and for complying with safety laws, regulations, standards and rules as well as for taking the preventive and corrective measures necessary to carry out their work safely.

Our consultants, subcontractors and suppliers must adhere to these same commitments as part of their contracts.

Jérôme Pelletier,  
President and CEO





At BBA, we have a clear understanding of your challenges and objectives. Our presence in the field and natural curiosity to keep an eye on the latest technology allow us to fully understand and support your operations. We are here to help you make the right choices in building profitable and environmentally friendly projects.

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