

## HEALTH SAFETY AND ENVIRONMENT POLICY

At Electra, we are committed to conducting our operations in a manner that protects the health, safety, and well-being of our employees, contractors, clients, stakeholders, and the public, while also being responsible stewards of the environment.

This HSE policy is developed in alignment with the requirements of ISO 45001:2018 and ISO 14001:2015, and it reflects the organization's context, strategic direction, and the nature of its risks and opportunities.

### Our Commitments:

#### 1. Legal and Other Requirements

We commit to fulfilling all applicable legal, regulatory, and other requirements related to occupational health & safety and environmental protection that apply to our activities, products, and services.

#### 2. Elimination of Hazards and Reduction of OH&S Risks

We will identify hazards, assess and manage OH&S risks, and implement effective controls to eliminate hazards and reduce risks to protect all people under our control.

#### 3. Environmental Protection and Pollution Prevention

We are committed to protecting the environment, including the prevention of pollution, sustainable use of resources, waste minimization, and managing our environmental impacts throughout the lifecycle of our operations.

#### 4. Continual Improvement

We will continually improve our HSE management system to enhance performance, achieve our objectives, and respond proactively to changes in our business, operations, and compliance obligations.

#### 5. Worker Participation and Consultation

We ensure effective participation and consultation of workers, including their representatives, in decision-making processes related to OH&S matters. We promote an open culture that encourages reporting of unsafe conditions and environmental concerns without fear of retaliation.

#### 6. Competence, Training, and Awareness

We ensure that all people working on behalf of the organization are competent and aware of their HSE responsibilities through appropriate training, instruction, and supervision.

#### 7. Safe and Healthy Working Conditions

We provide and maintain safe and healthy workplaces to prevent work-related injuries and ill health, by controlling operational risks and embedding safety into daily work practices.

#### 8. Framework for Objectives

This policy provides a framework for setting HSE objectives that are measurable, aligned with our strategic direction, and regularly reviewed for effectiveness.

#### 9. Alignment with Business Strategy

We integrate HSE considerations into business planning, decision-making, and operational processes to support sustainable and responsible growth.

**Benoit Honnart**  
**Chief Executive Officer**

*Note: This policy is communicated to all employees and people working on behalf of Electra Solutions. It is a requirement that all employees, interested parties, including clients, suppliers, and the public, always understand their responsibilities and to ensure its continued relevance and suitability., and ensure its continued relevance and suitability.*