

Environmental, health and safety policy



Safety Starts with Me

At Curia, we are committed to providing a safe and healthy workplace for all employees, contractors and guests. We are dedicated to excellence in everything we do and have an ongoing and proactive commitment to create a work environment that promotes and facilitates employee, community and environmental wellbeing.

As part of driving excellence through Commitment, Credibility and Creativity, we are focused on:

- **Minimizing EHS risk** through a comprehensive risk assessment and mitigation process.
- **Continually improving** our EHS performance by constantly measuring and reporting our progress.
- **Promoting transparent, collaborative relationships** with our employees, customers and regulatory agencies.
- **Building capability** by training our employees on EHS objectives including workplace injury prevention and pollution prevention.
- **Investing resources** to find better, cleaner, safer, more efficient ways of running our operations.
- **Encouraging employee engagement** and providing multiple channels to raise an EHS concern.

In accordance with our company vision and standards of business conduct, Curia commits to:

- **Complying** with all applicable environmental, health and safety (EHS) laws and regulations in the places in which we conduct business.
- **Protecting** the health and wellbeing of employees and visitors by striving for an injury-free workplace.
- **Minimizing the environmental footprint of our operations** by recycling and reducing energy usage, water usage, solid and hazardous waste, air emissions and wastewater discharges.

It is the responsibility of all Curia employees and all others working at or visiting our sites to adhere to all aspects of this policy.

A handwritten signature in black ink, appearing to read "Philip Macnabb", written over a horizontal line.

Philip Macnabb
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Daniel Maychack", written over a horizontal line.

Daniel Maychack
Senior Director,
Environmental, Health
and Safety