

HTEC is dedicated to fostering an interdependent health and safety culture that prioritizes physical health, mental well-being, and psychological safety of all employees, stakeholders, and the public. We recognize that safety is everyone's responsibility and encourage all employees to actively participate in creating and maintaining a safe work environment. We are committed to creating a work environment where all employees, subcontractors, and the public feel supported, valued, and empowered to contribute to a safe and healthy workplace. Our commitment extends beyond our operations, ensuring that our projects and activities uphold the highest safety standards to protect the communities in which we operate.

For all services and activities, we are committed to:

- Embedding a health and safety culture into daily work and business planning.
- Guiding subcontractors/clients on our strategic approach to health and safety.
- Actively track safety KPI and implement continuous improvement initiatives to strengthen our safety programs and maintain industry-leading best practices
- Encourage the participation of management, employees, and work representatives on H&S procedures and culture development.
- Provide our employees with the skills and resources to work in a healthy, safe, and environmentally responsible manner.
- Comply with applicable legislation and other relevant requirements relating to all health and safety.
- Continually work with employees, subcontractors, and clients on reducing our overall environmental impact.
- Ensuring all employees are trained in emergency response procedures, with regularly reviewed and tested emergency management plans to maintain readiness and resilience.

HTEC considers environmental stewardship to be one of our core guiding principles and a key component of sound business performance. As industry leaders, we are committed to delivering high-quality products that are designed to drive positive environmental change by enabling clean energy solutions while prioritizing the safety and well-being of our employees. We recognize the urgent need to address climate change, reduce greenhouse gas emissions, and promote sustainable development. This environmental policy underscores our commitment to environmental stewardship and serves as a framework that guides our activities and operations as we strive to set the industry standard in sustainable practices.

As part of this commitment, we will:

- Meet or exceed applicable federal, provincial, and municipal environmental regulations and standards.
- Strive for continuous improvement in environmental performance by regularly monitoring and reviewing our operations to ensure ongoing compliance in our current and future activities.
- Implement measures to minimize the environmental impact of our operations and reduce greenhouse gas emissions by optimizing our processes, increasing energy efficiency, and promoting the use of renewable energy sources throughout our value chain.
- Protect biodiversity and ecosystems in the areas in which we operate by implementing measures to minimize impact on natural habitats and promoting land restoration and conservation initiatives.
- Incorporate environmental considerations and impacts into all our decision-making and activities.
- Train, educate, and inform our employees about environmental issues that may affect their work and encourage them to work in an environmentally responsible manner.
- Minimize waste generation by minimizing hazardous materials and promote waste management programs aligned with circular economy principles, including recycling office materials and ensuring safe disposal of e-waste and hazardous waste.
- Integrating environmental considerations into every step of our value chain. Ensuring that we adequately understand our environmental footprint in all scopes.
- Learn and share best practices from our experiences, ensure transparency and accountability, drive innovation, and adapt our operations as new knowledge and technologies emerge.
- Regularly communicate our environmental program to our clients, customers, and the public while ensuring that our initiatives align with their needs and expectations.