

## Health, Safety, and Environmental Policy

Date: June 27, 2025

### 1. Policy Statement

Fortis Construction Solutions, a leading construction company, is committed to providing a safe and healthy working environment for all its employees, contractors, clients, and visitors. We believe that all incidents are preventable and that safety is an integral part of our operations. Our goal is to achieve an incident-free workplace through proactive hazard identification, risk assessment, and the implementation of effective control measures. We are dedicated to protecting the environment and minimizing our ecological footprint in all our activities.

### 2. Scope

This policy applies to all Fortis Construction Solutions personnel, including but not limited to masons, laborers, superintendents, temporary workers, contractors, sub-contractors, and anyone else performing work on behalf of Fortis Construction Solutions, at all company-controlled sites, offices, and project locations.

### 3. Management Commitment

Fortis Construction Solutions' management is fully committed to this policy and will:

- Provide all necessary resources to implement and maintain an effective Health, Safety, and Environmental (HSE) management system.
- Ensure that all employees are aware of their responsibilities regarding HSE.
- Lead by example in promoting a strong safety culture.
- Regularly review and update this policy and our HSE performance.
- Comply with all applicable federal, state, and local HSE laws and regulations.

### 4. Employee Responsibilities

All employees of Fortis Construction Solutions are responsible for:

- Adhering to all company safety rules, procedures, and instructions.
- Reporting all accidents, incidents, near misses, and unsafe conditions or acts immediately to their supervisor.
- Using all provided personal protective equipment (PPE) correctly and maintaining it in good condition.
- Participating in safety training programs.
- Identifying and reporting hazards and contributing to risk assessments.
- Working in a manner that does not endanger themselves or others.

### 5. Hazard Identification, Risk Assessment, and Control

Fortis Construction Solutions will:

- Implement systematic procedures for identifying hazards in all workplaces and activities.
- Conduct thorough risk assessments to evaluate the likelihood and severity of potential incidents.
- Apply the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, PPE) to mitigate identified risks.
- Regularly review risk assessments and control measures, especially after incidents or changes in operations.

### 6. Training and Competency

Fortis Construction Solutions will ensure that:

- All employees receive appropriate HSE training relevant to their roles and responsibilities.
- Training includes, but is not limited to, hazard recognition, safe work procedures, emergency response, and the proper use of equipment and PPE.
- Competency is assessed and maintained through ongoing training and supervision.

### 7. Incident Reporting and Investigation

All incidents, including accidents, near misses, and occupational illnesses, must be reported immediately. Fortis Construction Solutions will:

- Investigate all incidents to determine their root causes.
- Implement corrective and preventive actions to prevent recurrence.
- Share lessons learned from investigations across the organization.

### 8. Emergency Preparedness and Response

Fortis Construction Solutions will develop and maintain emergency preparedness and response plans for foreseeable emergencies, including:

- Fire
- Medical emergencies
- Natural disasters
- Hazardous material spills
- Evacuation procedures
- Regular drills and exercises will be conducted to ensure readiness.

### 9. Environmental Protection

Fortis Construction Solutions is committed to protecting the environment by:

- Complying with all environmental laws and regulations.
- Minimizing waste generation and promoting recycling.
- Preventing pollution and managing hazardous materials responsibly.
- Conserving natural resources.
- Considering environmental impacts in all planning and operational decisions.

### 10. Continuous Improvement

This policy and our HSE management system will be regularly reviewed and improved through:

- Performance monitoring and measurement.
- Internal and external audits.
- Management reviews.
- Feedback from employees and stakeholders.

Signed:

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