

### **Safety and health is Emera Newfoundland and Labrador's number one priority, ahead of any other business interest**

Together as a team, we share the vision that all occupational injuries are preventable, and we are relentlessly focused on achieving world class safety and an Emera Newfoundland and Labrador (ENL) where no one gets hurt. The ENL (OSH) Policy clearly outlines the company's commitment to safety, our expectations from employees, contractors and visitors and the work we are doing together to build a stronger and safer company.

### **OUR VALUES AND COMMITMENT**

- Provide a safe and healthy work environment for all employees and contractors, including proper tools and equipment, effective programs and procedures.
- Implement a safety management system and foster a safety culture for all employees, contractors and visitors based on internal responsible system where everyone shares the responsibility for workplace safety.
- Ensure that health and safety considerations are integral part of all operations from project planning, execution, and completion of all work.
- Encouraging safety-conscious behaviour at all times, and speaking up about any unsafe activities, conditions or behaviours to proactively identify and manage risks.
- Ensuring our facilities are constructed and well maintained, and our operations are performed to meet, or exceed all applicable legislative obligations and regulatory requirements to protect the public from risks arising from the services we provide and the networks we operate.
- Cultivate a culture that encourages employees, contractors, and public to make safety a priority and shared responsibility based upon the internal responsibility system and ingrain these values throughout our business.
- Act with urgency to respond or investigate any unsafe conditions or events, and by ensuring management systems include proactive measures goal setting, performance measures, reporting, training, and monitoring based on both leading and lagging indicators to drive continual improvement.

### **OUR RESPONSIBILITIES**

Everyone has a role to play in creating a safe work environment and a World Class Safety Culture. All employees, visitors, contractors, vendors and suppliers are responsible for reviewing and respecting this policy and have the right, and an accountability, to speak up and stop any work that is or may be unsafe.

Thank you for your commitment. Together, we will build a stronger and safer company.



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Norm Dimmell  
President, Emera Newfoundland and Labrador

January 1, 2026

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