

HEALTH, SAFETY & WELLNESS POLICY

At Seaspan Shipyards (Seaspan), our Core Values of Safety, Care, Efficiency and Accountability are at the heart of everything we do. We are committed to providing a safe and healthy work environment to achieve a workplace for all employees, contractors, and visitors free from injury, ill health, and other forms of loss. We expect and support all employees to live by and demonstrate Seaspan's Core Values, follow our Health, Safety and Wellness Policy and continuously work to ensure the wellbeing of themselves and others in every activity across Seaspan.

We recognize that every individual at Seaspan plays a role in creating a culture of safety we can all be proud of. Our safety culture is achieved by a shared commitment to health and safety and by following key responsibilities across Seaspan:

- Senior executives and management accept the responsibility for leadership; for implementing, training and monitoring the Health and Safety Program; for the program's effectiveness and improvement; and for providing the support and safeguards required to ensure that a safe and healthy work environment is achieved and maintained.
- Supervisors are responsible for developing and maintaining the proper attitudes toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the health and safety of all personnel involved.
- Workers are responsible for wholehearted, genuine cooperation with all aspects of the Health and Safety Program, including compliance with all rules and regulations, being alert to hazards, and for continually practicing responsibility for safety while performing their duties.

Our Health and Safety Program conforms with all applicable jurisdictional regulatory occupational health and safety requirements. The success of the program is rooted in our collective and individual commitments at Seaspan toward loss prevention. This requires cooperation and partnership in all health and safety matters, not only between executives, management, supervisors, and workers, but also between every employee and their coworkers.

Our core value of Safety is realized when our employees come together as adaptive problem solvers to ensure work at Seaspan is executed safely, reliably, and productively in our complex work environment. Success in safety is rooted in our culture, which we promote both at work and at home. We believe in each other, our capacity for change and our ability to continuously improve our safety systems to keep our people safe. It's through our safety leadership and commitment to each other that every employee contributes positively to Seaspan's safety culture. This culture is promoted by implementing the following key safety principles across Seaspan:

- Safety is every Seaspan employee's responsibility.
- We inspire every employee to prioritize their safety and that of their coworkers.
- Learning and improving is key in promoting and developing our healthy and safe workforce culture.
- We exemplify safety leadership by committing to positive behaviours that eliminate or control hazards and reduce risk.
- Sharing safety best practices across the organization maximizes learning opportunities and continuous improvement.
- We celebrate our successes in safety that demonstrate innovation in care for our workforce.
- Ensuring that every employee understands and follows our health and safety policies, procedures, and practices.
- Management, supervisors and Joint Occupational Health & Safety Committee (JOHSC) members are role models of safe work behaviours: They teach, support, and mentor their teams, and act on employee safety concerns.
- Our employees demonstrate safe behaviours, intervene to correct hazardous conditions and unsafe acts, and seek continual safety improvements in our workplaces.
- We are each empowered to refuse unsafe work as it arises, be informed of health and safety matters and concerns, and participate in decisions affecting safety in our workplace.
- We promote safety, health, and wellness in all aspects of our work and within our communities.

These key principles illustrate our consultative and collaborative approach in managing safety between everyone; executives, management, supervisors, JOHSC members and workers at Seaspan, all building a culture of care that every employee can be proud of and which is preserved in the best interests of every Seaspan employee.



Mark Lamarre, CEO, Seaspan Shipyards – October 2021

