

Health, Safety, Environmental and Quality Policy Statement

Health, Safety, Environment and Quality (“HSEQ”) are integral to the way we work at WSP. Our vision is to ensure operational safety, environmental protection, and quality improvement through all our activities, projects, and services, in alignment with our Global Environmental, Social & Governance Statement.

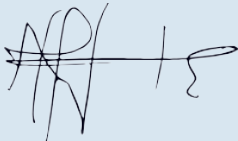
We are committed to developing, implementing, and maintaining an integrated HSEQ management system that enables us to deliver our vision and drives continuous improvement across our organization.

We count on our leadership and employees at all levels to deliver on our HSEQ commitments, in accordance with WSP’s policies, processes, and practices, inclusive of the Health and Safety and Environmental Policies.

We demonstrate our commitments to Health, Safety, Environment and Quality by:

- Promoting compliance with the requirements of ISO 45001:2018 Occupational Health and Safety, ISO 14001:2015 Environmental Management, and ISO 9001:2015 Quality Management.
- Promoting operational compliance with applicable legal requirements and regulations as well as our internal standards, our clients’ standards and industry standards.
- Developing and fostering a culture that supports the implementation of our HSEQ management system and its continuous improvement.
- Implementing plans, procedures, and programs to enable our work to be performed in a responsible and safe manner.
- Providing suitable HSEQ instruction, guidance, and training to ensure the competence of our employees.
- Ensuring a high level of HSEQ performance through the application of industry best practices.
- Setting objectives and targets annually, communicating these to all employees, and monitoring and reporting progress to the Governance, Ethics and Compensation Committee (“GECC”) of WSP’ s Board of Directors.
- Regularly monitoring and verifying the effectiveness of our HSEQ system.
- Collaborating with our employees, clients, and partners to deliver the commitments set out in this Policy Statement.

This HSEQ Policy Statement will be reviewed periodically to ensure it remains aligned with our strategic objectives and priorities.



Alexandre L’Heureux
President and Chief Executive Officer

December 2022

Type of document	Governing policy	Related policy	<u>None</u>
Version	2	Approver	Approval date
Owner	Approval date	Global Policy Approval Committee	December 7, 2022
Tara Curley Global Vice President – Health, Safety, Environment & Quality	June 15, 2023	GECC	