

OCCUPATIONAL HEALTH AND SAFETY POLICY

Groupe LAR Inc. is one of North America's largest manufacturers of major hydroelectric projects through the design of hydroelectric power plant upgrades or construction. It offers custom products in the following sectors: engineering, manufacturing, and installation on construction sites.

Groupe LAR Inc. wants to ensure that every employee considers health, safety and environment as a value that is part of their organizational culture, works safely and believes that every incident can be avoided. The implementation of ISO-45001 standard as its HSE management system is a strategic and operational decision of the company. The success of the HSE management system depends on leadership and the commitment and participation of all levels and functions.

To achieve this goal, **Groupe LAR Inc.** commits to:

- Leadership, commitment, and accountability in occupational health and safety (OHS).
- Development, management's support, and promotion of a culture conducive to the expected results of the HSE management system within the organization.
- Provide the necessary resources and qualified staff to ensure the implementation and maintenance of this policy.
- Provide and maintain a healthy, clean, and orderly work environment that preserves and the health and safety of its employees, customers, subcontractors, and visitors.
- Maintain an HSE management system that is appropriate to the nature and extent of risk.
- Identify hazards, assess the OHS risk level, and apply the necessary measures to eliminate or control them as low as possible.
- Maintain OHS prevention programs tailored to each of its facilities and plants, in accordance with applicable legislation.
- Continuously improve its management system and OHS performance.
- Identify and review its OHS targets on an annual basis to achieve the targeted objectives.
- Inform, educate, and motivate everyone working for **Groupe LAR Inc.** about this policy and their OHS obligations.
- Develop effective, accessible, and transparent OHS communication with all stakeholders.
- Establish consultation and worker participation.
- Carry out the ongoing evaluation and monitoring of the performance of the HSE management system to improve OHS performance.
- Integrate the HSE management system into the company's business processes.
- Set OSH objectives in line with OHS policy that consider the hazards, risks to OHS and opportunities for the organization to improve its OHS performance.
- Comply with legal and other requirements.

We are committed to supporting the implementation of this policy while recognizing that the success of our approach requires the involvement of all at all levels of the organization.

This policy applies to **Groupe LAR Inc.** and its subsidiaries.



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