



HEALTH, SAFETY & ENVIRONMENT POLICY STATEMENT

EFFECTIVE JANUARY 1, 2026

COMMITMENT

FWS recognizes every worker's right to a safe, healthy and respectful workplace that protects and maintains employees physical, psychological and social well-being. FWS is committed to fostering an environment where Everybody Goes Home Safe, as well as operating in an environmentally sustainable manner as one of our guiding principles. Toward this end, an established Health, Safety and Environment ("HSE") Program guides the Company in all its operations, and is a key component of our Corporate Social Responsibility. Everyone is expected to observe the rules and procedures in this program, as a moral and legal responsibility and as a condition of employment. At FWS, safety takes precedence over expediency, and is interwoven into every phase of the business.

OBJECTIVES

FWS will work in a spirit of cooperation and consultation with all employees to implement an HSE Program that focuses on the following primary objectives:

- Prevention of injuries, near-misses and property damage.
- Environmental protection and sustainability.
- Compliance with applicable regulations and legislation.
- A cooperative approach and adherence to the HSE standards of our clients.
- Promotion of psychological health and prevention of psychological harm in the workplace.
- Continuous monitoring and improvement.

SHARED RESPONSIBILITY AND ACCOUNTABILITY

Everyone is empowered to bring about changes to improve safety, and the success of the HSE Program depends on the shared responsibility, accountability and full cooperation of employees at all levels. In particular, it is:

- Management's responsibility to ensure systems are in place to provide a safe and healthy workplace.
- The Site Supervisor's responsibility to ensure the work sites are safe and healthy, and that those affected at the work sites are trained and compliant with the HSE Program.
- Everyone's responsibility to cooperate fully with the HSE Program, and continually watch for their own health, safety, and protection of the environment, as well as those of others.

The information in this policy does not take precedence over applicable legislation with which all stakeholders shall be familiar.

Yours in Safety,

BRENT CLEGG
PRESIDENT & CEO

ELYSE LOVE-DILLMAN
MANAGER, HSE