



HSE POLICY STATEMENT

As a world-class engineering services and nuclear organization, at AtkinsRéalis our purpose is Engineering a better future for our planet and its people. Safety is at the heart of everything we do as we work to safeguard our people and stakeholders, our assets and the environment we work in today and for tomorrow's generations.

OUR INTENTIONS

- Create environments where our people can thrive, be engaged, feel empowered and grow.
- Continuously reinforce a culture where Safety is at the Heart of Everything We Do.
- Protect the natural environment by establishing efficient systems, pollution prevention, best practices and promoting a sustainable approach in everything we do.
- Seek opportunity to learn, share and continuously improve.

OUR PRINCIPLES

- Design, plan and execute our activities to have as little adverse impact on the planet, its people and the environment as possible.
- Recognize and invest in the intrinsic link between health, safety and wellbeing and the success of our people and our company.
- Demonstrate visible leadership which sets the tone for our people and the industry.
- Create psychologically safe environments where everyone feels comfortable to speak up for the wellbeing of themselves, their colleagues, the company and our stakeholders.
- Empower our workforce to stop work if conditions change or are unsafe without any fear of retaliation.
- Engage and involve our people through regular safety and wellbeing communications, consultations and trainings.
- Meet or exceed customer requirements, company systems, applicable laws and regulations and strive to be industry leaders and a force for change.
- Identify, assess and manage hazards and associated risk levels to as low as reasonably achievable.
- Ensure health, safety, environment and wellbeing are integrated in all planning and work activities.
- Drive continuous improvement of the HSE management system to enhance performance by establishing objectives and regularly analyzing our performance.
- Require stakeholders to manage HSE with standards and practices that align with ours.
- Actively and routinely seek to identify success and opportunities for improvement, to develop lessons learned and corrective actions, and share broadly for the betterment of the company and our industry.

Everyone shares in the application of this policy and are empowered to speak up and act, so we can achieve our purpose to safeguard our people and stakeholders, our assets and the environment we work in today for tomorrow's generations.

Ian L. Edwards

President and Chief Executive Officer
September 20, 2024