

## Our Commitment to Environment, Health & Safety

Algonquin's purpose is sustaining energy and water for life. We strive to be a high-performing utility recognized for our zero-harm work environment and leading performance in terms of environmental sustainability, health and safety, customer and community interaction, diversity, and economic performance.

- We promote safety as 'our price of admission', a core value and personal responsibility, such that it influences behaviors and decision-making at all levels within the organization; simply, safety is part of everything we do.
- We set proactive objectives and define key results by means of a strategic long-term vision, business-specific plans, and targets to sustain leading safety performance.
- We foster a people-centric culture founded on the pillars of safety beliefs, knowledge and behaviors that ensures the health and safety of our employees, operational efficiency of assets, and a positive impact on the communities in which we operate.
- We promote visible leadership and leadership behaviors that support ownership, accountability, and engaging employees at all levels to practice safety excellence.
- We maintain effective environmental, and health and safety management systems including processes to identify aspects and impacts, and manage risks and hazards.
- We are committed to compliance with applicable laws and regulations with the intention of going beyond compliance when possible.
- We are proactive in the prevention of pollution and minimization of direct impacts from our business on the natural environment.
- We invest in employee well-being and competency to undertake our work properly and safely.
- We foster open communication and consultation to encourage employees to contribute to improvements in our environmental and health and safety performance.
- We establish systems for the audit and review of the health and safety performance of those providing services and activities on our behalf and benchmark performance against industry peers.
- We review performance to foster continuous improvement and adjust course when needed to refine and align our business operations.

We have developed our environment, health & safety commitment in alignment with our business priorities, stakeholder needs, globally recognized frameworks, and adjoining enterprise commitment statements (e.g., Sustainability Commitment). This commitment will be reviewed and refined periodically by our Executive Leadership.



Chris Huskilson, President, and Chief Executive Officer

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