



Health, Safety, & Fire Safety Policy

Sussex IM is committed to upholding high standards of occupational health and safety (“OH&S”) and fire safety throughout our operations. We strive to create and maintain a work environment that prioritizes the well-being of all employees, contractors, visitors, and other interested parties in all work-related activities conducted within Sussex IM’s facilities. Through this policy, Sussex IM’s management, to the greatest extent possible, commits to:

- Providing effective leadership, support, and the necessary resources to provide safe and healthy working conditions to prevent work-related injury and ill health;
- Eliminating hazards and reducing health and safety risks through effective risk management practices;
- Fostering a strong safety culture by providing the necessary information, instruction, training, and supervision to support the organization’s OH&S objectives;
- Regularly reviewing OH&S objectives and the performance of the OH&S management system to identify opportunities for continual improvement;
- Adequately communicating the policy to the organization’s employees, contractors, visitors, and other interested parties to promote awareness of individual and collective responsibilities;
- Consulting with and promoting employee participation in the development, planning, implementation, evaluation and improvement of the OH&S management system; and,
- Ensuring compliance with all applicable legislation, regulations, licenses, and other relevant OH&S compliance obligations.