



## 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 leadership, support, and resources to maintain safe and healthy working conditions that prevent work-related injury and ill health;
- Identify and control hazards to eliminate or reduce health and safety risks;
- Maintaining compliance with all applicable regulations, standards, and other relevant OH&S compliance obligations.
- Fostering a strong safety culture through ongoing communication, training, and supervision to support OH&S objectives;
- Regularly reviewing OH&S objectives and OH&S management system performance to drive continual improvement;
- Communicating this policy to employees, contractors, visitors, and other interested parties to promote awareness of individual and collective responsibilities; and,
- Encouraging employee participation in developing and improving the OH&S management system.