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# Health and Safety Policy

**Document Number: JCM-P-HS-2.0**

## Document Version Control

Date	Document Number	Prepared By	Approved By	Notes
2018-08-27	JCM-P-HS-0.1	Alan Cochran, ESG Director	To be approved by BOD	Draft Health and Safety Policy for Governance Committee review
2018-11-06	JCM-P-HS-0.2	Alan Cochran, ESG Director	To be approved by BOD	Draft Health and Safety Policy incorporating FMO and Swedfund Comments
2018-11-12	JCM-P-HS-0.2	Alan Cochran, ESG Director	JCM Board of Directors	Board Approved Policy
2020-09-02	JCM-P-H&S-1.1	Martin Ritchie, CRO	Annual Review	Working review of Policy
2020-11-13	JCM-P-H&S-2.0	Martin Ritchie, CRO	JCM Board of Directors	Board Approved Policy

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## Abbreviations and Acronyms

Abbreviation / Acronym	Definition
CRO	Chief Risk Officer
H&S	Health and Safety
IFC	International Finance Corporation
ILO	International Labor Organization
PAP's	Project Affected Peoples
PS	Performance Standard
SDG's	United Nations Sustainable Development Goals
UN	United Nations

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## 1 Health and Safety Policy Statement

At JCM we are committed to remove or reduce the risks to the H&S of all workers, contractors and PAP's in the countries where we operate. We will achieve this commitment through the following objectives:

- Compliance with all relevant national and international environmental and social legislation as well as align with international best practice, including the IFC Performance Standards, the UN Guiding Principles on Business and Human Rights, ILO Core Labor Standards and ILO Basic Terms and Conditions of Employment, and contributing to the UN SDG's;
- Develop and implement a H&S system which will include (but not be limited to) the following elements:
  - Policies, plans, procedures and processes;
  - Training and induction program;
  - Monitoring;
  - Reporting; and
  - Continual Improvement.
- Develop a strong H&S culture in JCM leadership to encourage the necessary behaviors and awareness to enable employees, contractors and PAPs and local communities to report any potential risks and incidents and stop work if there is any concern.
- Strive to continually to improve H&S performance through the recording and analysis of H&S events;
- Adopt a “you see it you own it” approach to H&S within the organization;
- Conduct necessary training of JCM employees in order to increase understanding and awareness of health and safety within the organization; and
- Prepare for potential emergency situations.

## 2 Communication

The H&S Policy will be communicated to all employees, partners, and stakeholders through the following mechanisms:

- Providing policy training to new hires;

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- Electronic distribution of the policy to employees, investors and stakeholders;
- Providing public access to the policy on the JCM website; and
- By physical means to important stakeholders (that do not have access to internet).

### 3 Continual Improvement

The H&S Policy will be reviewed at least every three years to assess its relevance and coverage of H&S issues and, if necessary, updated.

### 4 Responsibility and Accountability

It is the responsibility of the CRO to implement this H&S Policy, monitor compliance, and take suitable corrective action when there is non-compliance. The CRO will also be responsible for the review and revision of the Policy. Once appointed, the H&S Director will assume these responsibilities and the H&S Policy will be updated and re issued.

The CEO of JCM will have ultimate accountability for JCM’s compliance with the H&S Policy and will ensure that JCM executive management provide the necessary resources required to effectively implement the H&S Policy.

Approved by the board of directors as of **13 November 2020**.



# JCM POWER CORPORATION RISK

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