



Commitment to Health, Safety, and the Environment (HSE)

The company is committed to implementing practices designed to protect health, safety, and the environment in addition to sustainable development principles.

Aware that the company's activities have a potential impact on the environment, the Group aims to ensure that its operations are carried out in such a way as to minimize their environmental impact. We also consider the health and safety of our employees as paramount and are determined to create a safe and healthy working environment.

As one of the largest energy distributors in Eastern Canada, Filgo strives to be an industry leader in the protection of health, safety, and the environment. **To reach this goal, Filgo has made the following commitments:**

Comply with Applicable Legislation and Internal Requirements

Take all necessary steps to comply with the HSE requirements it has set itself in addition to any applicable legal requirements. With safety in mind, the company promotes an alcohol and drug-free environment, enabling its employees to be fit for work.

Prevention

Identify, prevent, reduce, control, or eliminate risks related to workplace accidents, occupational illnesses, and the environment.

Implement and enforce the application of procedures to minimize workplace accidents and the company's environmental impact.

Strictly manage its HSE risks and deploy and keep up-to-date emergency response plans adapted to the risks identified within the company so as to minimize health, safety, and environmental risks.

Continuous Improvement

Continuously improve the company's health, safety, and environmental performance by minimizing workplace accidents and occupational illnesses, and by limiting the impact of its activities on the environment.

Annually review its HSE policies, procedures, and standards.

Objectives and Targets

Review HSE objectives and targets annually.

Follow Up

Monitor health, safety, and environmental performance on a regular basis and assess the extent to which objectives and targets have been met, through audits, verification tools, and indicators.

Training and Awareness

Provide employees with information regarding the use of personal protective equipment, work-related hazards, and safe procedures and methods.

Provide emergency response training for our staff, enabling them to intervene quickly and effectively.

Raise employee awareness of the importance of environmental protection and health and safety in the workplace, and motivate them to adopt safe behavior.

Promote initiatives to reduce or eliminate risks to health, safety, and the environment.

Purchases and Mandates Granted to Suppliers and Subcontractors

In its purchasing and contracting decisions, the company undertakes to consider:

1. Suppliers' and subcontractors' HSE performance;
2. HSE management measures implemented by suppliers and subcontractors designed to minimize the negative impact on employee health and safety and on the environment;
3. The environmental characteristics of products sold by suppliers.

HSE Assessment Upon Acquisition

Conduct environmental assessments of businesses and properties it intends to acquire.

Assess the health and safety performance and compliance with HSE standards of companies it intends to acquire.

Stakeholders

Be attentive to stakeholders and be responsive to their HSE concerns.

Insofar as possible, Filgo is committed to taking the necessary measures to correct HSE issues affecting stakeholders.

HSE Policy Dissemination

Disseminate our HSE policy to employees, managers, and the public.

Management and Board of Directors Review

Carry out an annual review detailing the company's health, safety, and environmental performance, as well as any implemented or planned actions, and present it to senior management and the company's Board of Directors.

This policy applies to all Filgo divisions, activities, and services.



Michel Lehoux, président

19 septembre 2023

Date