



Global Health Safety and Environmental (HSE) Policy

Our vision is to provide an “Incident and Injury free” workplace with no harm to people while protecting the environment.

No Compromise on HSE

- Matrr will never compromise its commitment to providing a safe and healthy workplace and conducting its business activities in a manner that protects the environment.

Compliance

- As an HSE leader in the industry, Matrr will hold itself to a higher standard that helps differentiate Matrr in the marketplace and create a stronger HSE culture.
- Matrr will meet or exceed the requirements of HSE laws and regulations applicable in the jurisdictions in which it operates and expects that all Employees¹ comply with the company's health and safety program.

Culture

- Matrr is committed to providing an environment that encourages and supports the physical, psychological, and social well-being of Employees inside and outside of the workplace.
- Employees at all levels must prioritize HSE in all work activities and business decisions.
- Matrr is committed to eliminating and reducing risk to acceptable levels and will prioritize resources toward high-risk activities to prevent catastrophic harm.
- Employees at all levels are accountable for reducing the driving risk through compliance with applicable laws and Matrr requirements to reduce and ultimately eliminate vehicle incidents.

Shared Responsibility

- Success of our HSE process relies on management's commitment and active involvement of Frontline Supervisors and Employees.
- It is the responsibility of all Managers, Supervisors, Employees and Supervised Contractors to report HSE incidents and workplace conditions or practices that pose a safety hazard or threaten the environment and take action to reduce or eliminate such risks.
- Employees are empowered to challenge and communicate any unsafe acts or conditions and STOP WORK as appropriate.

Continuous Improvement

- Matrr will set HSE performance objectives, measure results, assess and continually improve using an effective HSE management system.
- Matrr builds a proactive HSE culture by providing education and training to Employees to empower them with the right skills, tools and behaviors to manage HSE risks. Employees' active participation and involvement in training are indispensable.

Violations of this policy will result in progressive discipline, up to and including termination of employment, and other remedies deemed appropriate by Matrr to protect its interests.



Michael Reeves
President & Chief Executive Officer