

We recognize that our employees are our greatest asset and our strongest resource in assessing, correcting, and executing safe practices. Throughout the pandemic, we have continued to strengthen our robust approach to maintaining a healthy and safe workplace. Our health and safety program, Safe for Life, provides best-in-class knowledge, training and coaching to ensure that we meet the commitments in our **Corporate Health and Safety Policy** and that we consistently demonstrate our commitment to a safe and healthy environment for our employees, contractors, visitors, and any other person who may be impacted by our work activities.

Our **Safe for Life** program is implemented through a management system framework that includes:

- Proactive assessment of risks
- Provision of necessary resources
- Coaching and training
- Adoption of technology/innovation
- Assessment of performance to enable continual improvement



### **PROACTIVE ASSESSMENT OF RISKS**

Assessment of health and safety risks are conducted within each business unit to drive continuous improvement in our Health & Safety programs:

- prior to construction or alteration of facilities and changes to equipment, controls, operating procedures, or activities;
- as a result of events, inspections, and audits; and
- to assess the impact of changes to legislation, industry best practices, and manufacturer's recommendations.

Mitigative measures to manage the identified risks are incorporated into operating procedures, safe work practices, emergency preparedness and response plans, as appropriate.

## **PROVISION OF NECESSARY RESOURCES**

As we grow, we continue to expand our team of health and safety professionals. Across GFL, we now have over 100 professionals dedicated to the oversight or implementation of our Safe for Life and environmental management system (EMS) programs. Each business line has a Vice President or Director with direct reports within operations responsible for implementing the Safe for Life Program.

In 2020, we also committed to spend \$2 million over a three-year period to upgrade our electronic information management systems to enhance our ability to track, analyze and integrate environment, health

and safety data into our risk management strategies across our operations. The information management system software includes modules for incident reporting, EHS compliance tracking, auditing, corrective/preventative action recording and tracking, training, and legislative/regulatory change monitoring.

This evidenced-based approach, combined with our operations-owned health & safety culture, are the main levers to achieve our health and safety objectives of continuous improvement in our programs resulting in fewer health and safety incidents.

## **COACHING AND TRAINING**

Our approach to coaching and training recognizes that our 17,000+ employees are our greatest asset, and that safety is the responsibility of all employees. Training consisting of in-person classroom, on the job, and computer-based training ensures proper onboarding and ongoing compliance with our health and safety programs and regulatory requirements. For computer-based training, employees are assigned requirements by job title, function, or compliance needs linked to employee files and housed within the information management system that we use. Effectiveness of training and coaching is assessed through measures such as observation, feedback and evaluations.



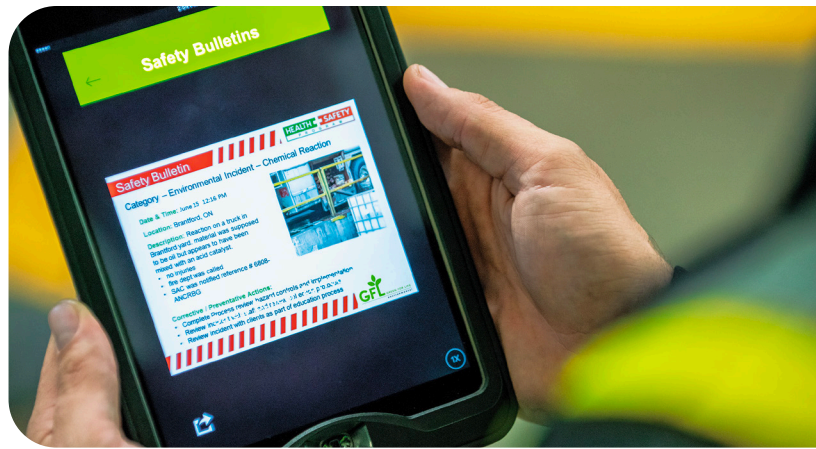
## **ADOPTION OF TECHNOLOGY AND INNOVATION**

Our safety commitments also include adding technological safety features to help our drivers avoid dangers, updating camera systems to have better alerts, and coaching to drive positive behavior, including:

- Investment in additional Automated Sideload units
- Working with major vendors on emerging safety technology similar to what is available in standard passenger cars, including Pedestrian Monitoring and Lane Monitoring Technology
- Multimillion-dollar investment in updating and upgrading our on-board camera systems with enhanced driver alerts
- Deploying event recorders and telematics with risk profile tools to improve driver behaviors through positive coaching moments

## ASSESSING PERFORMANCE TO DRIVE CONTINUAL IMPROVEMENT

Our senior management is responsible for leading safety throughout our operations. Health and safety and environmental performance against internal goals is tracked monthly within each business unit and reported quarterly to the Sustainability Initiatives Committee (SUSIC) and the Board. Our incident notification and escalation process ensures that our executive officers, operations leads of our Solid, Liquids, and Infrastructure and Soil Remediation business lines, and other key corporate leads are promptly notified of significant events and emerging risks.



## CERTIFICATIONS AND ACCOLADES

In 2020, our Safe for Life programs received the following awards and certifications:

- Canada's Safest Employers Awards
  - › Best Health, Safety and Environment Management Program: GFL Environmental Liquids Division – 2021, 2020 Excellence Award
  - › Canada's Safest Employer for Young Workers: GFL Infrastructure Group, 2021 Excellence Award; GFL Environmental Liquids Division – 2020 Excellence Award
  - › Most Innovative use of Safety Technology: GFL Infrastructure Group 2021 Excellence Award
- ADSC Safety Award: GFL Infrastructure Group, 2021
- COR Certification – COR® is an occupational health and safety accreditation program that verifies a fully implemented safety and health program which meets national standards.
  - › GFL Infrastructure Group – Ontario
  - › GFL Environmental Liquids Division – BC, Alberta, Saskatchewan, Manitoba and Atlantic Canada
- ISO45001 Certification: ISO45001 is an Internationally recognized occupational health and safety standard that verifies and acknowledges Health and Safety management systems that meet the International OHS standards
  - › GFL Infrastructure Group: Canada and US
  - › GFL Environmental Liquids: Accuworx Division
  - › GFL Environmental Liquids: Groundforce Environmental Division

