

# Health & Safety Policy

## Health and Safety Commitments

At Ballard, we embrace our overall responsibility to operate in a manner that protects the health, safety and well-being of our employees, contractors, visitors, and those in the communities where we operate. By ensuring our people go home safe at the end of each day, we are helping deliver fuel cell power for a sustainable planet.

Further, we make these specific commitments. We will:

- Continuously improve our Health and Safety Management system with a focus on preventing hazards, reducing risks, and providing healthy working conditions
- Integrate health and safety objectives into our culture and performance management
- Educate, train and support Ballard employees so they can maintain a healthy and safe work environment
- Regularly communicate, consult with and listen to employees to identify hazards as well as develop and implement effective control measures
- Hold management accountable for providing a safe and healthy workplace through procedures, processes, and practices
- Hold all employees and contractors accountable for following safe work procedures and reporting unsafe conditions, acts, and incidents
- Meet or exceed the requirements of all applicable health and safety laws and regulations

This health and policy statement is an integral part of Ballard's commitment to sustainability. The Ballard Executive Team will strive to fulfil these commitments and provide the appropriate resources and support to achieve them.

Marty Neese  
President and CEO

