

H2O AMERICA

HEALTH AND SAFETY POLICY

Health and safety at H2O America reflects our core values at the highest level: Trust, Integrity, Teamwork, Transparency, Compassion, Service, and Respect. H2O America is committed to embracing health and safety as part of our identity and culture, in service to our employees, customers, communities, shareholders and the environment.

H2O America is committed to the health, safety and wellbeing of our employees, contractors, visitors, customers, and communities. Workplace health and safety is an integral part of all business operations. Employees, contractors and business partners are all responsible for performing work in a safe manner. Everyone must work together in promoting health and safety to ensure safe working conditions.

To achieve this, together and apart, each of the H2O America subsidiaries is committed to implementing and maintaining health and safety programs, processes, procedures, and systems to ensure compliance and drive continual improvement in safety performance.

We will further our safety culture by communicating this Health and Safety Policy across the entire organization. H2O America will implement processes and tools to track, monitor, report, and continuously improve health and safety performance, consistent with industry standards and best management practices. A health and safety management system will be developed, that aligns with the objectives of the ISO 45001 standard and is appropriate to the purpose, size, and context of the organization and the respective regulatory requirements to provide a framework for setting and measuring health and safety objectives. H2O America is committed to:

- provide safe and healthy working conditions for the prevention of work-related injury and illnesses;
- fulfill applicable safety compliance obligations;
- control hazards and reduce risks;
- train employees on hazard identification and how to protect themselves;
- continual improvement to strengthen health and safety performance and reporting; and
- consultation and participation of workers, and, where they exist, workers' representatives on health and safety matters.