



Canada Health & Safety Policy

Date: July 2023

Policy Statement of Intent

Aviva Canada regards our employees as the most valuable asset in our organization. We are committed to providing a safe and healthy work environment through a proactive occupational health and safety improvement process.

To fulfill this commitment, everyone must work together to provide and maintain a safe and healthy work environment that meets all legislated and industry standards. We will apply the continuous improvement process to health and safety and will strive to control or eliminate all reasonably foreseeable hazards that may result in accidents, personal injury/illnesses, fires, security losses or other property damage.

The corporation, management, along with employees, customers, guests, contractors, and subcontractors all share responsibility. We are all responsible for accident prevention, therefore we must be dedicated to, and demonstrate behaviour that supports a strong, proactive safety process. We must lead by example, placing safety as a priority along with everything else we do. Employees are expected to follow all safe work practices established by the collective Health and Safety Team.

We must all work with and support our health and safety program, to ensure that the necessary resources are made available to the program, and to consider the safety and health impacts and opportunities in all decisions.

It is the responsibility of all members of management, the Joint Health & Safety Committees, Health & Safety Representatives, and all workers to be familiar with this policy and together make health and safety an integral component of activity on an ongoing basis.

Signed

Chief Executive Officer

Date: 1 July 2023