

coDesign
Health & Safety Policy Statement
Senior Management Commitment
Version 3.1 · Effective March 2026

coDesign's senior management is committed to providing a safe and healthy workplace for every employee, subcontractor, and visitor on our jobsites and in our offices, with the goal of zero accidents. This commitment governs every project coDesign undertakes.

Our Commitment

coDesign will: comply with all applicable international, federal, state, and local occupational health and safety laws and meet or exceed industry standards and internationally recognized guidance such as ISO 45001; provide the resources, training, and supervision needed to identify and correct hazards before they cause harm; investigate every incident, injury, and near-miss to prevent recurrence; and continuously improve our safety performance through regular review of our program and our results.

How This Commitment Is Implemented

This policy statement is implemented through coDesign's Injury and Illness Prevention Program (IIPP) and Hazardous Communication (GHS) Safety Plan, which together set out the specific procedures, responsibilities, hazard assessments, training requirements, and recordkeeping that put this commitment into practice across our operations. These programs are reviewed and updated by senior management on a periodic basis to reflect changes in our operations, applicable law, and industry guidance.

Everyone's Responsibility

Every coDesign employee and supervisor shares responsibility for safety: following safe work practices, reporting hazards and incidents promptly, and supporting one another in maintaining a safe work environment. Any employee, worker, or business partner may raise a safety concern without fear of retaliation.

Policy Governance and Approval

This policy statement is reviewed at least annually by coDesign senior management alongside the IIPP and Hazardous Communication (GHS) Safety Plan and is communicated to all coDesign employees.

