



HEALTH AND SAFETY POLICY STATEMENT

Sobeys Inc. and its management are dedicated to the health and safety of all employees. We are committed to the prevention of occupational illness and injury. To that end, we will make every reasonable effort to provide and maintain a safe and healthy work environment and integrate safety into the daily operation of our business.

Sobeys Inc. will promote safe working attitudes and behaviours, while ensuring that we meet or exceed all legislated health and safety requirements. As an organization, we will:

- Implement a management system to integrate workplace health and safety program requirements into each operating area;
- Promote the Internal Responsibility System through supporting and encouraging the compliance and performance improvement activities of our Joint Health and Safety Committees;
- Ensure that all supervisors, managers and contractors are accountable for: the health and safety, including psychological well-being of employees under their supervision; the identification and management of hazards; and the maintenance and availability of all machinery, tools, and personal protective equipment. It is the responsibility of every supervisor to understand all legal requirements, ensure that all incidents, unsafe conditions and reports of improper behaviour are investigated, and that employees are trained and consistently follow safe work practices;
- Ensure that every employee is equipped with the knowledge and training to protect their own health and safety, and works in compliance with the law and with safe work practices and procedures established by Sobeys Inc. It is the responsibility of every employee to work safely and report all unsafe acts and conditions;
- Ensure employees are aware of their responsibilities and actively participate in the Sobeys Inc. early and safe return to work program.

As leadership of Sobeys Inc., we are committed to being widely recognized as a great place to work. We give our commitment to ensuring that health and safety is an integral part of this organization. The Company will promote best practice programs including the utilization of health and safety objectives and targets in order to eliminate and manage operational risks and continually improve our health and safety and performance.

We are committed to reducing our environmental impact and protecting the planet for future generations. We comply with all applicable environmental laws and regulations and work together with our teammates, customers, supplier partners, community partners, industry associations, government, and other stakeholders to understand and reduce our environmental impacts across key focus areas: climate change, energy management, food waste, plastics & packaging, and responsible sourcing. We commit to ensure that our teammates are provided with the information, training, and tools necessary to implement responsible environmental practices, in alignment with our business-wide sustainability strategy and People, Planet, Product pillars.



Michael Medline
President & Chief Executive Officer
Sobeys Inc.