

Terraphase Health and Safety Statement

Health and safety (H&S) has been a fundamental value since Terraphase's inception, forming an integral part of every project we undertake. Our certified safety professionals and project managers implement practical, effective programs designed to safeguard our employees, clients, subcontractors, and the community. By integrating these programs into our project designs, we ensure operations remain both efficient and cost effective. Our staff are thoroughly trained and medically cleared for their specific roles. Training is delivered by a mix of experienced internal and external instructors, fostering the exchange of fresh ideas that enhance our H&S program. We track and regularly update employee training to ensure a high level of expertise and provide the tools necessary for safe and successful project execution.

Our culture-driven H&S program emphasizes fostering and rewarding a strong safety culture to positively influence behavior. By leveraging leading indicators and utilizing proactive tools, such as job-safety analyses, we enhance performance and minimize incidents. Field safety audits, task observations, and near-miss reporting help evaluate and improve our program and assess the effectiveness of employee training. We share lessons learned and best practices through H&S meetings and safety shares to foster open communication and continuous improvement. Our program is continuously evaluated and refined to improve safety measures and equip teams with the tools needed for success.

In addition to ensuring safety in the field and the office, we prioritize overall employee well-being. Our initiatives promote physical and mental health, support work-life balance, and encourage community engagement. We strive to provide a safe, supportive, and inspiring environment where every employee can thrive personally and professionally.