

Health and Safety Policy

Tetra Tech, Inc. is committed to providing and maintaining a healthy, safe, and secure work environment for our associates. Tetra Tech's program is designed to address the hazards associated with our business and to prevent injury and illness in the workplace. Tetra Tech intends to meet its responsibilities by committing to the following:

- Providing a safe, secure, and healthy environment in which to work and promote mental, physical, and social wellbeing initiatives
- Complying with applicable standards, laws, and regulations;
- Designating personnel accountable for implementing H&S programs;
- Communicating H&S programs and practices throughout the organization;
- Encouraging the participation of employees in the OHS program;
- Mitigating potential risks through hazard identification and assessment, employee training, and safe work practices;
- Reporting and investigating OHS events and share learnings across the business, and where appropriate, wider industry;
- Allocating sufficient resources to the program;
- Implementing enforcement and accountability measures; and
- Establishing OHS performance standards and continual improvement of the OHS Program.

Management is responsible for ensuring that Tetra Tech workplaces are safe, and that risks, hazards, and safety violations brought to their attention are investigated, and promptly corrected.

Tetra Tech associates are responsible for complying with Tetra Tech's OHS policy, programs, and standards, and conducting their work safely and without detriment to themselves, other employees, other individuals, or property.

Compliance with this policy is mandatory. Willful violation or negligent disregard of this policy will be considered cause for disciplinary action up to and including termination.



Dan Batrack
CHIEF EXECUTIVE OFFICER