



# Occupational Health and Safety Practices

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9

Celestica is aware of the impacts our operations can have on local economies, the environment, social and human rights. As a global employer we act diligently to provide a safe and healthy workplace where employees come to work and can expect to go home to their families and friends every day - work safe, home safe. We engage with global safety consulting firms to review our site's operations and performance. We provide employment opportunities for both local and foreign migrant workers and take the commitment to their safety seriously. Our operations provide excellent learning environments and skills development opportunities.

Celestica uses a variety of methods and tools to ensure we are continually monitoring and improving the performance of our Occupational Health & Safety management system, including both internal and external auditing programs and EHS-focused kaizen activities. Auditing programs and assessments examine contextual issues that can occur due to Celestica's operations. It also includes monthly key process indicator reporting by all sites that includes both leading and lagging indicators such as close calls reported and workplace inspections completed. Hazard identification and assessment is integral to our ability to provide a healthy and safe workplace. When reviewing new equipment, processes, and chemicals or conducting incident investigations, we focus on applying the hazard hierarchy with preference given to elimination, substitution, and engineering controls to mitigate risks. Our continued focus on safety through extensive training, hazard identification, and risk assessment contributes to our low incident rates.

Stakeholders are involved in the process of identifying impacts, as well receiving updates on how the material topic affects our operations. We take a proactive approach to risk management, however incidents do occur. Some of the key actual and potential impacts included in the risk assessment are:

- Injuries
- Financial
- Reputational
- Non-conformance to regulatory framework and/or local regulations

In the event of an incident e.g injury, we have defined procedures to ensure that the employee receives the care they need, in order to recover and return to work. We have facilities with on-site medical clinics and / or



professionals at select operations so we can ensure good care for our employees and utilize our resources, where applicable, versus those of the local community.

Our employees are our top priority and we engage them to help us do better. We track the performance of all of our operations monthly and communicate results throughout the organization to ensure best practices are shared and incidents are learned from. Our global EHS KPI measures show the effectiveness of our actions and help us determine which particular operations or sites require more attention.

Overall, our incident rates continue to be favorable as shown by our reported metrics. If there are any incidents, employees are retrained. Celestica measures the success of our Occupational Health and Safety procedures by the number of incidents that occur on an annual basis and how many employees must be retrained in response to the incident.

## Our Management Approach

- Establish and maintain Celestica's [Global Occupational Health and Safety Policy](#)
- Focus on providing a safe and healthy workplace that is free from occupational exposures, conditions or acts that could negatively impact employee health, safety or wellbeing.
- Encourage all employees to be responsible for safety, a core value of our operations, and to raise concerns regarding unsafe acts or conditions and ensure they are free from reprisal
- Engage personnel in training, risk assessments, incident investigations, and improvement activities
- Ensure our Occupational Health and Safety Management System focuses on identifying hazards and implementing controls to eliminate or reduce risk, as well as applying the hazard hierarchy to our operations to achieve safety objectives
- Act as a responsible neighbour in the communities in which we operate and extend our community focused approach to assist those in need
- Follow legal requirements when manufacturing products and providing services
- Conduct frequent reporting on Environmental Health and Safety (EHS) leading and lagging indicators at each site
- Conduct third-party legal compliance audits and take timely action to correct any deficiencies
- Align with and certify to internationally recognized EHS management system requirements such as OHSAS 18001/ISO 45001
- Provide additional focus for sites requiring improvements, including special attention to any new sites in the network and review process effectiveness
- Partner with regulators, customers and employees to continually improve workplace health and safety
- Share best practices across the Celestica network, including outcomes from incident investigations
- Focus on continual improvement and growing network expertise through peer audit programs that allow our trained peer auditors to assess sites within their region in accordance with the [Responsible Business Alliance Code of Conduct](#)

### Hazard Identification, Risk assessment, and Incident Investigation:

Work-related hazard assessments are conducted to assess risks and ensure mitigating controls are adequate. Hazard assessments are an iterative process and are re-evaluated when incidents occur or new processes, chemicals or equipment are introduced or modified. The Global Risk and Hazard assessment process is aligned with industry practices and focuses on the reduction of risk based on the hazard hierarchy. This is well aligned with RBA requirements and ISO 45001 Standard.

- Risk assessments are conducted by site EHS personnel, who are trained in occupational safety and occur in partnership with engineering teams and employees who are responsible for executing the tasks.
- Results of risk assessments are used to continually improve safety as the objective is to bring the risk to a tolerable level. In our operations, although hazards are effectively mitigated through elimination, substitution, engineering, administrative controls, training, standard operating procedures, etc., personal protective equipment is still widely utilized. Risk assessments are shared through the network as required, revisited when incidents occur, and reviewed when changes occur to ensure no new hazards have been introduced, including during the corrective action process.

Workers are able to report work-related hazards—whether unsafe conditions or acts—at any time through their manager, supervisor, EHS representative, safety committee, site leader, Global EHS or through the confidential ethics reporting hotline. Other tools include suggestion boxes and near miss reporting programs. Workers who have safety concerns are encouraged to report their concerns to seek immediate action. Employees are empowered to ensure they flag any unsafe conditions or acts that represent a risk to themselves or others. Celestica's BCG Policy provides assurance there is no retaliation for the good faith reporting of hazards and risks, and employees are trained on BCG annually.

Workplace incidents are investigated and documented. Corrective actions for incidents are to focus on the hazard hierarchy with a preference and focus on elimination, substitution and engineering controls. The Global Incident/Corrective Action Process is aligned with the Eight Disciplines (8D) model whereby the following are assessed: define the problem; establish a team; describe the problem; develop interim containment; define and verify root cause; choose permanent corrective action; implement corrective action; prevent recurrence.

For incidents that involve days away cases or other incidents of serious concern, there are global safety alerts sent out to all sites such that incident sharing and responses are reviewed and sites then review their own operations for possible similar hazards or risks. If there is a need to engage with third-party expertise e.g. electrical, structural, equipment safety consultants, then we will do so in a timely manner.

### Occupational Health Services:

Where Celestica provides occupational health services to employees and for workers who are not employees they are performed by recognized occupational health care professionals e.g. industrial nurses, third-party contracted doctors.

Health services may include induction medical surveillance and periodic medical surveillance for specific or general health as it relates to work environment, work exposures, and local legal requirements. Examples of health checks can include audiometric testing and blood sampling for persons working with chemicals. The records of the health checks are kept with the medical professionals or the Human Resources department, depending on the local requirements.



Where there are no on-site health practitioners, any surveillance testing is undertaken by third-party medical clinics that Celestica partners with. Workers participate in surveillance testing and/or follow-ups as per defined schedules during work hours and results are made available to the workers. The results of such testing would be reviewed to ensure that any identified workplace exposures are addressed.

#### Worker Participation, Consultation, And Communication On Occupational Health And Safety:

All significant operational locations are represented by formal health and safety committees consisting of both management and employee representatives. In total, 95% of employees are represented by these committees. Celestica has union employees in all regions and health and safety is a key priority which is represented in our employee policies and procedures. Our workplaces engage employees in occupational health and safety such as continual improvement events, training, near miss reporting, risk assessments and standard operating procedure reviews, and inclusion in both internal and external audit activities. Decision making is a partnership between management and workers with a focus on workplace safety.

Workers receive communications regarding occupational health and safety in several ways, including: training activities, site communications, site Safety Day activities, emergency response and preparedness drills, and line-side safety talks.

Where formal joint management-worker health and safety committees do exist, the committees' oversight can include a variety of activities, including: incident review and investigations, workplace inspections, review of relevant/new local legal requirements, review of new equipment, processes, and procedures.

We do not report on the level at which each formal joint management-worker health and safety committee typically operates within the organization. Not all Celestica sites with unions cover health and safety topics as a part of their collective agreements or within their trade union. The percentage to which various health and safety topics are covered by these agreements is not tracked. However, health and safety is covered at these sites through employee rules to protect our employees and ensure that we abide by local laws.



Work-Related Hazards:

Our sites evaluate processes to minimize risk. The work related hazards that can pose a risk of serious injury can include powered industrial vehicles, machine and equipment use, movement of heavy objects and materials and maintenance activities.