



Additional Occupational Health and Safety Practices

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.