



Health & Safety Policy

PURPOSE Cineplex Inc. (hereafter referred to as Cineplex) is committed to ensuring the health and safety of our employees, guests, and contractors. It is our aim to provide a safe and healthy environment free from any harassment, discrimination, and violence. As such, it is our mandate to perform work in accordance with occupational health and safety legislation and industry best practices in all the regions in which we operate.

SCOPE This policy applies to full-time and part-time employees, and contractors on Cineplex controlled property.

POLICY Cineplex, as per the Internal Responsibility System (IRS), will hold all workplace parties accountable for providing a safe work environment and enforcing safe work procedures.

PROCEDURE We are all responsible for accident prevention, therefore we must be dedicated to, and demonstrate behaviour that supports a strong proactive health and safety improvement process. We all must lead by example, placing health and safety ahead of everything else that we do.

Management and supervisors must lead and demonstrate their commitment to health and safety. They are also responsible for:

- Maintaining the Health & Safety boards per company standards and legislation.
- Providing employees with the necessary knowledge, training, safe machinery or equipment, and adequate personal protective equipment to safely do their jobs.
- Actively participate in hazard identification and prevention.
- Reporting incidents in accordance with Cineplex’s incident reporting procedures.

Employees are responsible for their own health and safety and for the health and safety of all guests. Employees must:

- Work in compliance with regional health & safety legislation and safe work practices and procedures established by the company.
- Actively participate in hazard identification and prevention.
- Report all incidents to management in accordance with Cineplex’s incident reporting procedures.

We must work with and support our health & safety program, to ensure that the necessary resources are made available to the program and to consider the safety and health impacts and opportunities in all decisions. All members of management, the Joint Health & Safety Committees, and all employees must join together in making health & safety an integral component of every job we do, every product we sell, and every guest we serve. Health & safety is a key requirement for our success and viability as a company.

(Print name here)

(Print name here)

(Signature)

(Signature)

Approved: January 2nd, 2024

Date signed

Date signed

Ellis Jacob
President & CEO
Cineplex Entertainment LP

Manager Representative
Cineplex Entertainment LP

Worker Representative
Cineplex Entertainment LP

*****This document must be signed by an active employee and updated if there is a change in representatives*****

