

Environment, Health, Safety and Sustainability Policy

At BlackBerry, our approach to environment, health and safety and sustainability is founded on the principles of human and labour rights, internal responsibility, protection of the environment and anti-corruption within our global facilities, internal operations and our supply chain.

Every member of the BlackBerry team is responsible for acting in accordance with this policy and for actively participating in programs that contribute towards its success. From the highest level of the organization, we are committed to:

- Complying with all social, occupational health and safety and environmental legislation applicable to our products and global operations;
- Maintaining a psychologically, physically safe, ergonomically correct and healthy working environment for our employees, contractors and visitors;
- Ensuring managers have overall responsibility for the environment, health, safety and sustainability matters within their departments;
- Identifying and eliminating hazards, if practical, and mitigating risks related to environment, health, safety and sustainability matters;
- Involving and consulting employees in addressing environment, health and safety hazards and risks through committees and representatives;
- Providing the necessary training and resources to employees to effectively manage the health and safety and environmental aspects of our products and operations;
- Preparing for potential emergencies and responding to actual emergencies to mitigate adverse impacts;
- Promoting the conservation of water and natural resources, minimization of energy usage to reduce emissions, and the elimination, reduction, reuse and recycling of waste materials as part of organization wide initiatives to improve the life cycle environmental effect of our products and the environmental performance of our operations;
- Fostering awareness of sustainability principles amongst our employees;
- Promoting the principles of this policy to our suppliers and partnering with suppliers, contractors and organizations that are ethically, socially and environmentally responsible;
- Engaging with the communities in which we operate in order to meet community needs and to make a positive impact;
- Setting performance objectives and targets and maintaining management systems to monitor our progress in reaching these performance objectives and targets;
- Reporting to internal and external stakeholders on our progress;
- Continuously seeking ways to improve our performance under this policy; and
- Providing the resources necessary to fully implement this policy.



John Chen
Executive Chair and CEO
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