

July 19, 2024

Mr. Randy MacEwen
Ballard Power Systems Inc.
9000 Glenlyon Parkway
Burnaby, BC V5J 5J8

RE: Occupational Safety Standard of Excellence (OSSE) Audit

Dear Mr. MacEwen,

Congratulations!

Following the recent audit of your company's Occupational Health and Safety (OHS) management system, I am pleased to inform you that Ballard Power Systems Inc. has successfully achieved the Occupational Safety Standard of Excellence (OSSE) Recertification. Details are listed as follows:

Employer Name:	Ballard Power Systems Inc.
WorkSafeBC Account No.:	000819040
Classification Unit:	713003
WorkSafeBC Certification Number:	0008190400620240719HL (OHS)

Please review the following carefully as it contains important information about your audit and the next steps that you need to take.

Audit Report

The OSSE Recertification Audit was conducted by Aron Laxton, a Manufacturing Safety Alliance of BC Certified External Auditor, between the dates of 5/21/2024 and 5/31/2024 and included the following operating locations:

- North Fraser - 4343 North Fraser Way
- Glenlyon - 9000 Glenlyon Parkway
- Trapp Warehouse - Unit 112-113 5560 Trapp Ave

Quality Assurance & Review of Audit Report

Following your submission to Manufacturing Safety Alliance of BC, the audit report was reviewed as part of our quality assurance procedures. I am also pleased to advise that the audit report has been deemed acceptable.

The audit score for your company was as follows:

OHS Audit 99%

Action Plan

Ballard Power Systems Inc. must develop an action plan signed by senior management for the deficiencies identified in the audit document. As required by WorkSafeBC COR Standards and Guidelines, a copy of the action plan must be submitted to the Manufacturing Safety Alliance of BC within **30 days** after the final presentation by the auditor. Action plan templates in both Word and Excel formats are available upon request.

WorkSafeBC Premium Rebate

Manufacturing Safety Alliance of BC has notified WorkSafeBC that Ballard Power Systems Inc. has achieved the OSSE recertification and is eligible to be considered for a rebate. WorkSafeBC is responsible for all aspects of rebate process and any enquiries regarding this matter should be made directly to them.

OSSE Certification Mark (Logo) & License Agreement

Having achieved the Manufacturing Safety Alliance of BC's OSSE recertification, Ballard Power Systems Inc. can utilize the OSSE brand to promote your organization and products. The Manufacturing Safety Alliance of BC Certification Mark License Agreement will be sent to you at a later date for you to complete, sign and return to the OSSE Department.

Maintaining the OSSE Certification

The OSSE Certificate is valid for three years. Please note that within the 3-year OSSE Recertification period, annual OSSE Maintenance Audits must be conducted in years 1 and 2, prior to having a recertification audit before the expiry date at the end of year 3. The schedule is detailed below:

1st Annual OSSE Maintenance Audit

*One year after the date of OSSE Recertification Audit, maintenance audit on-site activities must be completed **before May 30, 2025**. The completed audit documentation must be submitted to Manufacturing Safety Alliance of BC within **45 days** from the last day of the on-site audit activities.*

2nd Annual OSSE Maintenance Audit

*Two years after the date of OSSE Recertification Audit, maintenance audit on-site activities must be completed **before May 30, 2026**. The completed audit documentation must be submitted to Manufacturing Safety Alliance of BC within **45 days** from the last day of the on-site audit activities.*

OSSE Recertification Audit

*In year three, before the expiry date of the OSSE Certification, the recertification audit on-site activities must be completed **before May 30, 2027**. The completed audit documentation must be submitted to Manufacturing Safety Alliance of BC within **45 days** from the last day of the on-site audit activities.*

The OSSE Maintenance Audit can be conducted internally by a trained permanent employee from within the organization and submitted to Manufacturing Safety Alliance of BC for review and quality assurance. The employee conducting the audit must have a valid Internal Auditor certificate. Alternatively, the organization can engage one of the Manufacturing Safety Alliance of BC's Certified External Auditor to conduct the maintenance audits.

The OSSE recertification audit must be conducted by one of the Manufacturing Safety Alliance of BC's Certified External Auditors. Please note that scheduling of the auditors should commence at minimum 6 months ahead of the expected onsite activities. Details of the external auditors are available on our website.

Once again, on behalf of Manufacturing Safety Alliance of BC, I would like to congratulate Ballard Power Systems Inc. on achieving OSSE recertification. Please feel free to contact Peter Crisp, OHS Audit Advisor or myself if you have any questions or wish to discuss the audit details.

Yours sincerely,



HASSAN NEDADAHANDEH P.Eng, M.Eng, DBA, ISO 45001/14001/9001/IATF 16949 Certified Auditor
OHS Audit Manager

Cc: Darby Ponich