



HEALTH & SAFETY POLICY

Canopy Growth and its subsidiaries are committed to creating a safe and healthy work environment for everyone who enters our organization, whether you come as a team member, contractor, or guest.

We recognize that all injuries are preventable and that excellence in health, safety and environmental management is a pillar in our long-term success. We commit to the compliance of regulations pertaining to our safety, the environment and practices within the organization, the engagement with all governmental agencies, regulations and industry best practice and we will audit, inspect and measure our success in our health, safety and environment management programs.

Each team member, from every area of the company, regardless of position, is an important part of the health and safety of Canopy. Canopy encourages everyone in taking an active role in our Health & Safety activities, being compliant with all processes and utilizing the tools necessary for your role in a safe manner. We will provide support through training, transparency in the communication of metrics and improvements, and the promotion of the health, safety, and environment management system to ensure that safety has the overriding priority.

At Canopy Growth Corporation we commit to a work environment free from prohibited discrimination, harassment, sexual solicitation, and threat of workplace violence and to insist that all employees and prospective employees be treated with dignity, respect, and courtesy always, whether on site or at a work-related activity.

Each manager is responsible for the health & safety of their team members, and they will actively work with the Health & Safety Committee to address any issues.

You have my commitment, that Canopy and its subsidiaries are committed to complying with the regulations and the high standards of safety at Canopy and want to hear from all staff about ways to improve our activities and workspace.

A handwritten signature in black ink, appearing to read "David Klein", is written over a horizontal line.

David Klein, CEO

January 11, 2023

Date