

GOLDER EXCELLENCE (QUALITY) POLICY

OUR PURPOSE: ENGINEERING EARTH'S DEVELOPMENT
PRESERVING EARTH'S INTEGRITY

OUR VALUES: Golder Associates is committed to having our values guide our business practices and employee behaviour.

The term *Golder Excellence* refers to excellence in client service and technical quality.

We will strive to continually improve the quality of our technical work and our client service by developing and building on our expertise and capability. We aim to further our reputation for excellence by supporting and recognising our best practices to plan, manage and share our knowledge to deliver successful projects and solutions suitable for their intended purpose for our clients.



integrity

We will develop, maintain and improve our individual and corporate technical knowledge, skills and abilities.



excellence

We will advance technical development and project management by investing in innovation, education, mentoring, training, succession planning, recruitment and other opportunities.



teamwork

We will share our knowledge, through all our networks, for the benefit of our clients and the betterment of our technical disciplines. We will open our networks to client and stakeholder interaction and include the innovation and technical development contribution from our clients in our business.



caring

We will support vibrant technical communities and centres of excellence so our experts and professionals have an environment for retaining, growing and sharing their knowledge.



ownership

We will improve and innovate by participating in conferences, publishing to promote our intellectual capital, and by collaborating with selected universities, clients and other stakeholders.

We will promote teamwork and global consistency in our approach to managing projects and provide our people with guidelines and procedures, built from best practice, for successful delivery.

We will respect, recognise and reward our people for the development of their technical and project management skills.

In order to meet these commitments Golder Associates has implemented an Integrated Management System (GAIMS) that includes monitoring performance and thereby ensuring continual improvement.

Hisham Mahmoud, PhD, PE
Global President and CEO
Golder Associates Corporation
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