

# HEALTH, SAFETY, SECURITY AND ENVIRONMENT 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.



integrity

At Golder Associates, we are committed to helping our employees, our subcontractors, our clients, and the public remain safe and healthy and to the prevention of injury and illness. We are committed to the protection of the environment and to the prevention of pollution.



excellence

As an organisation, we are on a journey towards an interdependent safety culture built on trust, teamwork, workplace wellness and ownership of our Health, Safety, Security and Environment (HSSE) Management System by all Golder Associates employees. This strong foundation is key to our organisation's success. We are committed to providing our people with the time and resources they need to be healthy, safe and environmentally responsible.



teamwork

We strive to accomplish this by doing the following:

- Providing and maintaining a safe, healthy work environment;
- Minimizing environmental impacts and optimizing the utilization of resources where we are able;
- Meeting or exceeding relevant occupational health and safety and environmental legislation;
- Providing appropriate HSSE training and supervision to enable employees to recognize and control hazards;
- Providing employees with written instructions and personal protective equipment;
- Regularly inspecting our offices, labs, and field sites to identify and control hazardous conditions and practices;
- Regularly communicating HSSE issues with employees and interested parties and involving them in the development of initiatives;
- Promptly investigating HSSE incidents to identify causes and take appropriate corrective actions; and
- Regularly auditing our HSSE Management System against established standards to promote continuous improvement.



caring

The Global President and CEO of Golder Associates is responsible for establishing our HSSE Policy, HSSE Management System, and HSSE objectives for the organisation.



ownership

Regional Presidents and Managing Directors are responsible within their respective region and operating companies for the implementation of our HSSE Policy, HSSE Management System requirements and HSSE objectives.

Regional Management Teams are responsible for implementation of Golder Associates HSSE objectives and standards, consulting with employees on HSSE matters, and providing necessary office HSSE resourcing.

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Project leadership is responsible for the development and implementation of HSSE plans consistent with Golder Associates objectives and standards, on all our projects. This includes:

- Verifying that all contractors are approved under Golder Associates Integrated Management System (GAIMS);
- Assigning project staff that have received the HSSE training required to perform their jobs in a safe, healthy and environmentally responsible manner; and
- Requiring that project staff follow written instructions.



excellence

Project leadership is also responsible for confirming that project work is appropriately supervised, project-related HSSE incidents are reported, investigated and corrective actions are implemented when required.

Employees are responsible for:

- Complying with Golder Associates and legislated HSSE standards;
- Working in a manner that will not endanger themselves or others;
- Using, caring for and maintaining their personal protective equipment; and
- Reporting hazardous and unhealthy working conditions and incidents to their supervisor, project leadership, or manager.



teamwork

Employees are required to participate in activities to improve health, safety and environmental performance. All employees have the right and responsibility to refuse to perform work that they feel is unsafe.



caring

Contractors working directly for Golder Associates must be approved under GAIMS. They are responsible for conducting their work in a manner that meets or exceeds legislative and Golder Associates HSSE standards.

This Policy shall be reviewed annually by the Golder Executive Committee and updated as appropriate.



ownership

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