



INTEGRITY

Golder has an interdependent health and safety culture built on caring, teamwork and ownership of Health, Safety, Security and Environment (HSSE) by Golder employees. Golder is committed to:

- The continued health, safety and security of our employees, subcontractors, clients and the public
- The prevention of injury and illness
- The elimination of hazards and reduction of HSSE risks
- The promotion of personal health and well-being
- Enhanced environmental performance and
- The protection of the environment and prevention of pollution.



EXCELLENCE



TEAMWORK

Concerning our activities and services, we shall:

- Embed HSSE in our work and business planning and influence our clients and subcontractors to take a similar strategic approach
- Consult with and encourage participation of employees and workers' representatives
- Provide our employees with the skills, resources and time that they need to work in a healthy, safe and environmentally responsible manner
- Work to minimize environmental impacts and
- Comply with applicable legislation and other relevant requirements relating to health, safety and environment.



CARING



OWNERSHIP

The Global President and CEO is responsible for establishing the HSSE Policy, HSSE Management System, and HSSE objectives for our organization. Regional Presidents are responsible for the implementation of our HSSE Policy, HSSE Management System requirements and HSSE objectives within their respective regions and operating companies.

Management Teams are responsible for implementation of HSSE objectives and standards, consulting with employees on HSSE matters and resourcing HSSE.

Project leadership is responsible for development and implementation of HSSE plans, verifying contractors are approved, verifying employees have received the HSSE training required to perform their jobs in a safe, healthy and environmentally responsible manner, are adequately supervised and follow HSSE instructions and HSSE incidents are reported, investigated and corrective actions are implemented when required.

Employees are responsible for complying with legislative and Golder's HSSE standards, working in a manner that will not endanger themselves or others, using and maintaining their personal protective equipment, reporting hazardous, unsafe or unhealthy work

conditions and incidents, and participating in activities to improve HSSE performance. Employees are empowered to exercise the right to refuse unsafe work and to take appropriate steps to stop work where necessary.

Contractors are responsible for conducting their work in a manner that meets or exceeds legislative and Golder's HSSE standards.

Golder is committed to continual improvement in HSSE. This Policy shall be reviewed and updated annually.



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