Quality, Health, Safety and Environment Policy

Our approach to Quality, Health, Safety and Environment (QHSE) is based on caring for our people, the environment communities in which we work and stakeholder partners.

Our goal is to make sure everyone goes home safely, and the environment is protected and enhanced wherever possible. This must be accomplished with a Zero Harm approach in our business.

Our PRINCIPLES are critical to our success and enable QHSE to be an integral part of our operations.

We apply QHSE Pillars to all our activities:

1. **Leadership and Engagement:** Management lead the creation of company-wide culture that values QHSE as core to the business. Engage our people on solutions and empower everyone to act.
2. **Risk Reduction and Improvement:** Through proactive identification, planning and action, we eliminate and/ or minimize risk that make our workplace unsafe or harm environment.
3. **Commitments We Live By:** We all take personal responsibility for QHSE in our workplace as a core value. We follow fundamental behaviors to live by every day.

To achieve our QHSE Goal, we are committed to, and strive to continually improve as follows:

- We measure our success by the health of our people and the environment
- Our management and people are accountable and enabled to address QHSE Matters.
- Our QHSE strategies are adaptive and evolve to our business's needs to ensure customer satisfaction.
- We are always improving our QHSE systems and pushing our boundaries.
- We set clear, measurable QHSE targets that are aligned with our operational performance.
- We strive to eliminate serious incidents in our business through HSE assurance activities and risk reduction programs
- We implement programs to protect the health of our workers.
- We proactively identify and manage hazards and risks.
- We embed QHSE messaging in our daily communications
- We strive to set the standards for our industry and fulfil all regulatory requirements.
- We listen to our people and consult and involve them in our quality, health, safety and environment decisions
- We provide training, engagement opportunities and information to our people to enhance competency and capability to work safely.
- We remain responsible and commit to efficient use of natural resources protection of biodiversity and ecosystems.
- We prevent, reduce and manage releases and waste
- We implement leading sustainability practices, climate change mitigation and decarbonization strategy to reduce emissions
- We proactively assess latest technologies and support the procurement of energy efficient equipment, products and services that impact energy performance
- Operations are stopped and corrected if a risk of a serious QHSE incident is present by invoking STOP WORK AUTHORITY at the first sign of hazard and ensure to perform TAKE TIME prior to commencement of any job/task.
- We monitor and measure our HSE performance
- We implement pollution prevention programs and lead sustainability practices.

Approved by CEO