HEALTH, SAFETY 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

excellence

teamwork

caring

ownership

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

As an organisation, we are on a journey towards an interdependent safety culture built on trust, teamwork and ownership of our Health, Safety and Environment (HSE) Management Systems by all Golder Associates employees. This strong foundation is key to our organisation's success and allows us to contribute meaningfully to the communities in which we live and work. We are committed to providing our people with the time and resources they need to be healthy, safe and environmentally responsible.

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 HSE 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 HSE issues with stakeholders and involving them in the development of initiatives;
- Promptly investigating HSE incidents to identify causes and take appropriate corrective actions; and
- Regularly auditing our HSE Management Systems against established standards to promote continuous improvement.

The President of Golder Associates Corporation is responsible for establishing our HSE Policy, HSE Management System, and HSE objectives for the organisation.

Regional Presidents and Managing Directors are responsible for the implementation of our HSE Policy, HSE Management Systems and HSE objectives within their respective regions and operating companies.

Regional Management Teams are responsible for developing, communicating and maintaining a documented HSE program that meets Golder Associates objectives and standards, consulting with employees on HSE matters, and providing necessary office HSE resourcing.

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Project leadership is responsible for the development and implementation of HSE 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 HSE training required to perform their jobs in a safe, healthy and environmentally responsible manner; and
- Requiring that project staff follow written instructions.

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

Employees are responsible for:

- Complying with Golder Associates and legislated HSE 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.

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

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 HSE standards.

This Policy shall be reviewed annually by the Golder Management Team and updated as appropriate.

Brian H. Conlin, President
Golder Associates Corporation
March 2013