

## Haneshe LP Health and Safety Policy

At Haneshe, we work hard to ensure the health and safety of our employees, their families, our contractors, our clients and the public. At the same time, we are committed to the protection of the environment. 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 working environment;
- minimizing environmental impacts and optimizing the utilization of resources;
- meeting or exceeding relevant occupational health and safety and environmental legislation;
- providing appropriate HSE training and education, to enable employees to recognize and correct hazards;
- providing employees with standard work instructions and personal protective equipment;
- regularly inspecting our offices, labs, and field sites to identify and correct 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;
- regularly auditing our HSE Management System against established standards promoting continuous improvement.

Haneshe's President is responsible for establishing the company's HSE Policy, HSE Management System, and HSE objectives, while ensuring their implementation throughout the organization.

Project Managers are responsible for implementing Haneshe's HSE objectives and standards on our clients' projects. This includes responsibility for assigning project staff who have the HSE training required to perform their jobs in a safe, healthy and environmentally responsible manner; and ensuring that project staff follow standard work instructions. Project Managers are also responsible for ensuring that project-related HSE incidents are investigated and corrective actions are implemented when required.

Employees in all parts of the company are responsible for complying with Haneshe's and legislated HSE standards; participating in activities to improve safety and environmental sustainability; using, caring for and maintaining their personal protective equipment; and reporting hazardous and unhealthy working conditions and incidents to their supervisor. All employees have the right and responsibility to refuse to perform work that they feel is unsafe.

This Policy shall be reviewed and adopted annually by the Haneshe Board of Directors and updated as may be appropriate.

January 1, 2016



Dean Janvier  
President, Haneshe LP