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Standard ISO Format	Approved By Toby Talbot	Date Approved 06/10/2024

Our HSEQ mission is to ensure that health, safety, environmental, and quality considerations remain top priorities for all employees. The long-term success of our company depends on our ability to protect people and the environment, while continually improving the quality of our services and products. We believe that all injuries are preventable, and prevention of accidental risk and loss from process failure are a recognized, integral part of our continuous improvement culture.

Through employee involvement and detailed HSEQ processes, we pledge to:

- Preserve our operational priorities: Safety > Quality > Delivery > Productivity > Growth.
- Continuously improve the development and adherence to safe operating practices designed to prevent incidents.
- Ensure employees at all levels of the organization understand their responsibility, and that they are held accountable for health, safety, environmental, and quality performance while conducting their daily business activities.
- Comply with applicable health, safety and environmental laws, regulations and company policies wherever our operations are located while ensuring the highest quality products and services are delivered.
- Proactively manage all company activities to minimize the environmental impact of our operations.
- Continuously maintain effective emergency preparedness and response programs.
- Work with our clients, contractors and suppliers to achieve health, safety, environmental, and quality performance consistent with our company objectives.
- Communicate openly with all employees and ensure an understanding of our HSEQ policies, standards, programs and performance; recognizing outstanding HSEQ performance.
- Recognize that no business objective is so important that it will be pursued at the sacrifice of personal safety or quality, while encouraging and acknowledging the use of Stop Work Authority.

I appreciate, and fully expect the cooperation and participation of all employees in our company's endeavor to achieve best in class Health, Safety, Environmental, and Quality performance.



Cory Jones
Chief Operating Officer

Revision Log

Rev. No.	Description of Change	Revised By	Date
0	New Issue		
5	SIS/VAL logos & ISO format implemented. New President signature.	Jim Leblanc	07/12/2023
6	Division Joint logo. Modified company names applicable this this policy.	Jordan Kaiser	06/10/2024