

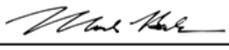
This statement sets the organization's commitment for reducing the Occupational Health, Safety, Environment and Quality (HSEQ) impacts resulting from works undertaken or controlled by Dexterra Group and for effectively managing them through the implementation of our integrated management systems.

At all levels of our organization, our leaders will demonstrate and promote leadership and commitment with respect to our HSEQ management systems by:

- Taking overall responsibility and accountability for:
 - Supporting the social wellbeing of employees, preventing work-related physical and psychosocial injuries and illnesses,
 - providing safe and healthy workplaces, eliminating hazards, and reducing occupational health and safety risks for our employees, subcontractors, visitors, and clients as appropriate,
 - protecting the natural environment by reducing waste, energy use and preventing pollution, and,
 - striving to provide service excellence to our clients through effective quality assurance and control processes.
- Leading an organizational culture that supports the desired outcomes of the HSEQ management systems.
- Promoting our *Don't Walk By, Take Action Now* approach to pro-actively identify and manage hazards, suggestions for improvement and recognition of positive observations.
- Fulfilling applicable legislative, industry specific standards and other requirements as appropriate, to ensure continued compliance and conformance.
- Ensuring our organization establishes and implements processes for consultation and participation of employees, and, where they exist, employee representatives, inclusive of providing the mechanisms, time, training, and resources
- Ensuring resources are made available for employees to conform, implement, maintain, and continuously improve our HSEQ management systems.
- Ensuring our HSEQ management systems' requirements are integrated into our processes and are aligned to the strategic direction and context of our organization.
- Promoting the use of evidence and risk-based information to influence our process approach thinking and decision making.
- Providing the framework to ensure HSEQ objectives are achievable, established, implemented, measured, and aligned with the strategy of our organization.
- Communicating the HSEQ Policy to all employees, subcontractors, visitors, and clients as appropriate.

It is the responsibility of employees, managers, supervisors, and subcontractors to perform work in a safe, healthy, and quality manner. Additional roles and responsibilities are further outlined in HSEQ-POL005_Roles_and_Responsibilities.

This policy has immediate effect and replaces all previous versions. This policy will be documented, reviewed, posted annually, and amended as necessary.


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