

This statement sets out management'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.

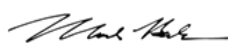
At all levels of our organization, our senior leaders will demonstrate and promote leadership and commitment with respect to our HSEQ management systems by:

- Taking overall responsibility and accountability for:
 - preventing work-related physical and psychosocial injuries and illnesses,
 - providing safe and healthy workplaces, eliminate hazards and reduce occupational risks for our employees, visitors, and clients as appropriate,
 - protecting the natural environment by reducing waste, energy use and preventing pollution using innovation and process improvements, and,
 - striving to provide service excellence to our clients through effective quality assurance and control processes.
- Leading, developing, and promoting 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 and associated risks within the workplace.
- Fulfilling applicable legislative, industry specific standards and other requirements to ensure continued compliance and conformance as required.
- Ensuring our organization establishes and implements processes for consultation and participation of employees at all applicable levels and functions of the organization, and, where they exist, employee representatives, inclusive of providing the mechanisms, time, training and resources necessary for the successful implementation of the management systems.
- Ensuring resources are made available for our employees to conform to, implement, maintain, and continuously improve our HSEQ management systems.
- Ensuring our HSEQ management systems' requirements are integrated into our organization's business 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 business strategy of our organization.
- Communicating the importance of this HSEQ Policy to all employees, visitors, and clients as appropriate.

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



John MacCuish
President & CEO



Mark Becker
Chief Operating Officer



Lee-Anne Lyon Bartley
Executive Vice President, HSEQ

Account Director