



SHAWCOR

ENERGY SERVICES • GLOBAL SOLUTIONS

Health, Safety and Environmental (HSE) Policy

ShawCor's vision is an Incident and Injury Free workplace, with no harm to people and no damage to the environment.

The company is committed to providing a safe and healthy workplace and ensuring that all business activities are conducted in a manner that protects the environment. The aims of this policy shall be achieved at all company locations by adhering to the following principles:

- **Identification and evaluation of all HSE hazards or aspects and the management of their risks or impacts to acceptable levels.**
- **Compliance with all applicable HSE legislation.**
- **Prevention of accidents, injuries, and pollution.**
- **Intolerance of the conditions and behaviours that contribute to incidents and injuries.**
- **Reduction of waste and conservation of resources.**
- **Recording and communicating HSE performance throughout the organization.**
- **Continual improvement of HSE performance.**

The President and senior management shall visibly uphold the principles of this policy and integrate them throughout the company, while the Board of Directors of ShawCor shall regularly review HSE performance.

Management and supervisory personnel at each division and location shall be responsible for implementing and maintaining the HSE management system necessary to sustain this policy. Contractors and Subcontractors shall work in accordance with this policy and comply with applicable HSE legislation. Regular HSE audits shall be done to determine conformance to the management system.

Every employee, whose work may create a significant HSE impact, shall be trained and held accountable for complying with the policy and related procedures, practices, instructions and rules. Working safely and in an environmentally appropriate manner are conditions of employment. Each employee has a duty to report workplace conditions or practices that pose a safety hazard or threaten the environment and to take reasonable actions to alleviate such risks.

Everyone is responsible for recognizing that by risking incident or injury, they are putting in jeopardy what they value and those they care for.



Bill Buckley
President & Chief Executive Officer

Original Policy: April 1991
Current Policy: June 2005

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HSE