

# QUALITY, OCCUPATIONAL HEALTH & SAFETY AND ENVIRONMENTAL POLICY

The senior management of Englobe Corp. (Englobe), one of Canada's leaders in soil, materials and environmental engineering, having additional places of business in France and the United Kingdom and completing projects on an international scale, considers quality, occupational health & safety as well as the protection of the environment to be fundamental priorities for the company.

Englobe is committed to the highest standards of ethical professional practices and business conduct as well as:

<p><b><u>OCCUPATIONAL HEALTH &amp; SAFETY</u></b></p>	<ul style="list-style-type: none"> <li>• Supporting an employee's right to work in a safe and healthy workplace</li> <li>• Taking all necessary measures to ensure that operations are conducted in a way that prevents work-related injuries, illnesses and diseases, providing a workplace free of discrimination, harassment and violence, and promoting physical, psychological and social well-being</li> <li>• Providing human, financial and material resources to develop and implement a core prevention program to eliminate any risks that could endanger the physical health, safety and integrity of employees and other individuals in the workplace in addition to overseeing its application and applying corrective measures when necessary</li> <li>• Providing employees with all necessary training, information, tools, protective equipment and coaching required to work safely</li> <li>• Ensuring that Englobe and all workplace parties comply with the legal requirements and regulations in effect in areas where our operations are conducted and with the documented rules, instructions, procedures and methods established by the company and its clients as well as all permits, organizations and certifications to which we subscribe</li> <li>• Establishing and communicating objectives and periodically evaluating performance to ensure the continuous improvement of its health and safety management system</li> <li>• Consulting and cooperating with employees, and involving them or their representatives in the development and implementation of the Health and Safety program</li> <li>• Ensuring that subcontractors are properly informed of the company policy and that they agree to adopt the same principles</li> </ul>
<p><b><u>QUALITY</u></b></p>	<ul style="list-style-type: none"> <li>• Maintaining reliable and quality services that meet the needs of its clients</li> <li>• Establishing and communicating objectives and periodically evaluating performance to ensure the continuous improvement of its quality management system</li> <li>• Ensuring that Englobe and all workplace parties comply with rules, instructions, procedures and methods established by the company and its clients as well as organizations and certifications to which we subscribe</li> </ul>
<p><b><u>ENVIRONMENT</u></b></p>	<ul style="list-style-type: none"> <li>• Reducing environmental nuisances and the impact of their activities</li> <li>• Ensuring that Englobe and all workplace parties comply with legal requirements and regulations in effect in areas where our operations are conducted and with rules, instructions, procedures and methods established by the company and its clients as well as all permits, organizations and certifications to which we subscribe</li> </ul>

All workplace parties are responsible to apply the established rules and report events that could adversely affect quality, occupational health & safety and the environment and are accountable to actively participate in the success of this policy by seriously considering quality, occupational health & safety and the environment as well as continuous improvement when conducting daily activities.

This policy is reviewed annually, communicated to all personnel and displayed. It is also made available to all interested parties.



Alain Robichaud  
Co-President



Mike Cormier  
Co-President