

# QUALITY, OCCUPATIONAL HEALTH & SAFETY AND ENVIRONMENTAL POLICY



The senior management of Englobe Corp. (Englobe) a leader in soil, materials and environmental engineering, considers quality, occupational health & safety as well as the protection of the environment to be fundamental element of our core values. . Englobe is committed to:

<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 incidents, injuries, and illnesses, , 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 help minimize if not 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 the 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 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 requirements, 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>– Reduce environmental impacts of activities and operations through Englobe’s sustainable Environmental, Social, and Governance initiatives</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 , 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 contribute and participate in fulfilling the principles of this policy and the applicable programs and practices that support these areas, in the pursuit of continuous improvement.

This policy is communicated to all personnel and made available to all interested parties.

Mike Cormier  
President