

HEALTH, SAFETY & ENVIRONMENTAL POLICY



360 is committed to a strong health, safety, and environmental management system (HSE MS) that protects workers, supervisors, subcontractors, contract operators, suppliers, self-employed persons, visitors and the public (our stakeholders), the natural environment, and its property from incidents. 360 is also committed to conducting all our activities in a proactive manner, consistent with the environmental regulations that govern our industry.

In support of this Policy, 360 has identified the following HSE commitments:

- Maintain and continuously improve our comprehensive HSE MS through setting goals, objectives, targets and commitments, conducting regular inspections and audits, and reviewing and reporting our results
- Foster open communication and feedback throughout our organization by providing the HSE Open Door Hotline
- Provide resources, training, and technology to meet our HSE goals, objectives, targets, and commitments
- Strive to eliminate any foreseeable hazards, protect and maintain the health and safety (including physical, psychological and social well-being) of workers, ensure no harm to the public, and consider the actions we take to prevent property damage, incidents, or personal injury/illnesses
- Safeguard the environment, including prevention and the mitigation of environmental impacts, and be prepared to provide a timely and effective response to unexpected releases of environmental contaminants
- Ensure all levels of management and supervisors comply with HSE responsibilities and requirements
 - Senior management will provide guidance to management and supervisors in the development and implementation of the HSE MS
 - Management and supervisors are responsible for providing oversight regarding HSE MS development and will ultimately oversee the implementation
- Ensure all workers perform their jobs properly in accordance with established responsibilities, policies, standards, codes of practice, safe work practices, and safe operating procedures. Workers are responsible for the implementation of the HSE MS at 360 and our clients' locations, for the protection of their own and others' health and safety at work sites, and for minimizing the negative impacts of 360 operations upon stakeholders, the public, and the environment
- Comply with all applicable HSE legislation related to our business activities and strive to exceed those requirements where a reasonable opportunity to provide a higher standard of HSE management exists
- Establish maximum cooperation based on a strong sense of personal responsibility

360 firmly believes that in order for us to be successful, the HSE MS must be implemented and continually improved upon. This system must be owned by all personnel including all levels of management and workers. 360 will always strive for safe, healthy, well-executed, on-time, on-budget, profitable operations that project confidence within the company, our stakeholders, and the public.

In order to keep this Policy current, it will be reviewed annually.

A handwritten signature in blue ink, appearing to read 'Ryan Smith', is positioned above the printed name and title.

Ryan Smith
Chief Executive Officer
360 Engineering & Environmental Consulting Ltd.