

1. POLICY – ENVIRONMENT, HEALTH AND SAFETY	Document No.:	EHS-01-PO	
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POLICY – ENVIRONMENT, HEALTH AND SAFETY

As a service provider in environmental management, water main rehabilitation and regulated materials management, Sanexen commits to:

- Providing its employees, suppliers, contractors, clients and the public, a safe and healthy work environment;
- Minimizing the environmental footprint of its activities; and
- To continuously improve the effectiveness and performance of its Environment, Health and Safety (EHS) program.

To do so, Sanexen commits to:

- Meet or exceed the applicable EHS regulatory requirements and to integrate EHS parameters into all business decisions;
- Set objectives, assess performance, and periodically review its EHS policies and procedures for effectiveness and continuous improvement;
- Work in conjunction with employees to eliminate all EHS incidents and accidents through the application of rigorous risk management procedures and root cause analyses in order to implement the necessary preventive and corrective measures;
- Provide information, instructions, training and supervision to allow employees to perform their work safely, while avoiding negative impacts to the environment.

In addition, every employee is responsible for ensuring that, at the end of each day, they and their colleagues return home safely and that their work contributed to improving the environment.

Éric Sauvageau
Executive Vice-President

Jennifer Guyot, B. Engineering
Vice-President – Environment, Health and Safety and
Continuous Improvement

POLICY – ALCOHOL AND DRUGS

Sanexen Environmental Services Inc.'s policy is to promote an alcohol and drug-free working environment to ensure the health, safety, well-being and productivity of its personnel. The consumption, sale, possession and distribution of drugs or alcohol in the workplace are strictly prohibited.

It is strictly prohibited for an employee to operate a company vehicle or be present at a worksite while under the influence of drugs or alcohol, as Sanexen considers that the consumption of these substances generates, among others, a negative impact on professional conduct. In such cases, corrective and disciplinary measures may be taken, including suspension from work, an evaluation and admission into the employee assistance program. Refusal to submit to evaluation or to adhere to the employee assistance program will lead to termination of the employee.

Drug and alcohol test procedures may be applied to any employee or subcontractor based on reasonable cause or following an accident. As part of certain projects, Sanexen and subcontractor employees holding positions defined as being "high-risk" (with or without supervision) must also submit to drug and alcohol testing prior to accessing the worksite. During the course of these projects, personnel holding unsupervised, high-risk positions may also be subject to random and unannounced alcohol and drug testing.

Testing will be carried out by a private firm, in compliance with applicable Canadian or American standards. The substances analyzed will include, but are not limited to: alcohol, amphetamines, cocaine, cannabinoids, opiates and phencyclidine. Acceptable threshold levels for the tested substances will be determined upon the assessment of the risk level associated with each job position. Test results will be provided to Sanexen, and upon request, to the employee tested.

All employees must adhere to this Policy, and shall advise management, as promptly as possible, of any incident, accident or risks that may reasonably warrant drug and alcohol testing. Any employee seeking assistance for an addiction to any of these substances can contact their immediate supervisor in accordance with the employee assistance program. Requests will be handled promptly, respectfully and confidentially.

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