



## Environment, Health & Safety (EHS) Policy

Environment, Health and Safety (EHS) are integral considerations in all business operations at ALTUS. Our commitment to EHS is reflected by actions from executive management through field-level personnel. Being a small company, ALTUS is able to quickly assess EHS practices and share experience and methods for improvement quickly and decisively. Our EHS goals are to:

- Maintain zero EHS incidents through hazard evaluation and continual review of work practices before, during, and after implementation of field work.
- Protect client property, assets and personnel from financial loss or physical damage.
- Provide a secure working environment by protecting ourselves, our assets and our operations against risk of injury, loss or environmental damage.
- Be responsible stewards of our environment.

To meet these goals ALTUS has implemented a streamlined and effective EHS program. The EHS program consists of the following key elements:

- Training all employees to perform their assignments in a way that produces a high quality product and is protective of human health and the environment. This training also helps ensure responsible and efficient use of energy and natural resources.
- Limiting waste generation, discharges and emissions, and handling wastes in a responsible manner.
- Preparing and adhering to site-specific health and safety plans for all projects involving invasive or otherwise hazardous field work.
- Ensuring that all employees and, as appropriate, subcontractors have 40-hour and current 8-hour refresher Hazardous Waste Operations and Emergency Response Standard (HAZWOPER) training.
- Committing appropriate means and resources to comply with applicable laws, regulations, and other requirements.
- Maintaining a log of work-related injuries and illnesses in accordance with OSHA Regulations (OSHA Form 300).

A handwritten signature in blue ink, appearing to read "Art Veenendaal", is written over a horizontal line.

**Art Veenendaal**  
EHS Officer