

HEALTH, SAFETY & ENVIRONMENT POLICY STATEMENT



Effective January 1, 2018

COMMITMENT

FWS Group of Companies (FWS) recognizes every worker's right to a safe and healthy workplace, and is committed to a mentally healthy and respectful workplace where Everybody Goes Home Safe. FWS is equally committed to operating in an environmentally sustainable manner as one of our guiding principles. Toward this end, an established Health, Safety and Environment ("HSE") Program guides the Company in all its operations, as a key component of our Corporate Social Responsibility. All personnel are expected to observe the rules and procedures in this program, as a moral and legal responsibility and as a prudent and responsible employee. Safety takes precedence over expediency, and will be interwoven into every phase of the business.

OBJECTIVES

FWS will work in a spirit of cooperation and consultation with all employees to implement an HSE Program that focuses on the following primary objectives:

- Prevention of injuries, near-misses and property damage.
- Environmental protection and sustainability.
- Compliance with applicable regulations and legislation.
- A cooperative approach and adherence to the HSE standards of our clients.
- Promotion of mental health and prevention of psychological harm in the workplace.
- Continuous monitoring and improvement.

SHARED RESPONSIBILITY

Everyone is empowered to bring about changes to improve safety, and the success of the HSE Program depends on the shared responsibility and full cooperation of employees at all levels. In particular, it is:

- Management's responsibility to ensure systems are in place to provide a safe and healthy workplace.
- The Site Supervisor's responsibility to ensure the worksites are safe and healthy, and that those affected at the worksites are trained and compliant with the HSE Program.
- Everyone's responsibility to cooperate fully with the HSE Program, and continually watch for their own health, safety, and protection of the environment, as well as those of others.

Yours in Safety,

Brent Clegg
President & CEO

Dan Lenters
Manager, HSE

The Confidence Builders

FWSgroup.com