

## Health and Safety Policy

Shamrock Environmental Corporation is committed to protecting the well being of its people, property, and the communities and environment in which we work. It is our policy to conduct all operations in a safe and healthful manner and comply with applicable laws and regulations. The health and safety of every employee is paramount and its consideration will be given the highest priority.

Our goal is to prevent the occurrence of all work-related injuries, illnesses, and property losses. To achieve our goal we must instill a Health and Safety ethic that is believed, lived and practiced by every employee.

The following principles will be our guide for conducting our operations:

- All accidents are preventable. Our goal is "Zero Accidents".
- Safety is a line management responsibility. Managers and supervisors will be evaluated according to their safety record and performance.
- Safety is every person's responsibility. Each employee is expected to perform his or her job in a safe and reasonable manner - individually and as a member of a team. Any employee may stop an operation if it involves or will lead to an unsafe situation.
- All unsafe acts, conditions, and incidents must be reported to supervisors, investigated, and resolved immediately. If for any reason, an employee feels that an unsafe situation or action is not being satisfactorily addressed, the employee must seek resolution through the proper chain of command up to and including the Director of Health and Safety or the President.
- Eliminating or controlling hazards, following applicable safety regulations and operating procedures, and requiring the wearing of appropriate personal protective equipment when needed will be used to provide a safe work environment. All employees will be adequately trained in safe work procedures, medically qualified, and informed of any known hazards associated with his or her job.
- From proposal development through project closeout, safety will be addressed during all phases of a project.
- Clear and easily understood goals will be established, tracked, and reported to gauge our health and safety performance. Continuous improvement of safety performance will be an essential criterion for all business decisions.

Our ethic of giving Safety, Environmental Compliance, and Quality the highest priority will be our guide to ensure we constantly do what is right. With constant vigilance, management attention, employee teamwork, training and the commitment of every person, we can eliminate workplace injuries and illnesses.

