

## ENVIRONMENTAL POLICY

EPTCON Ltd. ("EPTCON") is dedicated and legally obligated to provide an environmentally responsible workplace. It is our policy to carry out all activities in a manner that minimizes our environmental footprint and preserves natural resources while complying with all legislative requirements. Our goal is 100 % safe work sites and zero environmental incidents.

To ensure continuous compliance and improvement in our environmental performance across all aspects of our business. Senior Management will set environmental goals and objectives, implement procedures and monitor performance to achieve those goals. In addition, we are committed to:

- Fostering a system of internal responsibility to execute our goal of workplaces free of environmental incidences
- The development, implementation and maintenance of a comprehensive Environmental Management System that complies with or exceeds all applicable environmental legislative requirements
- Providing all of the resources necessary for implementation of the environmental management system
- Ensuring Managers, supervisors and workers know and understand their roles and responsibilities under the EPTCON Health, Safety & Environmental Program, Environmental Protection Act (EPA) and applicable regulations
- Working together with Stakeholders and Subcontractors to mitigate and monitor the environmental impacts of our work
- Effectively and regularly disseminate and communicate information and lessons learned from incidents
- Clearly outline risks and potential impacts associated with our operations to workers and supervisors
- Continually improving the effectiveness and efficiency of environmental management through assessments
- Promoting the effective use of innovative environmental technologies and practices;
- Fostering a work environment in which employees and associates are encouraged to report and raise environmental issues without fear of reprisal

Managers and Supervisors are responsible to:

- Implement the environmental policy and program at all work sites
- Promote pollution prevention, waste minimization, and conservation
- Communicate relevant information to minimize all environmental impacts affected by work activities.
- Ensure deficiencies incidents and spills are reported as per the policy.
- Investigate all environmental spills, incidences and encounters
- Correct deficiencies and take actions to prevent incidents from occurring

All employees are individually accountable to adhere to EPTCON's Environmental Policy, Procedures, and legislative responsibilities and are required to:

- Conduct their assigned duties in a manner that complies with the EPTCON's Environmental program
- Be aware of the potential environmental consequences of their work, minimizing any adverse consequences
- Immediately report all observed deficiencies, incidences and encounters relative to the environment
- Promptly address conditions that could result in a release of hazardous or regulated material to the environment
- Participate in or conduct incident or spill investigations as required
- Continually strive to improve environmental performance in their work area;

Adhering to the EPTCON Environmental Policy, Program and safe work procedures is a condition of employment for employees as well as Subcontractors. Management will diligently carry out enforcement of this policy.

This policy and related procedures will be reviewed at least annually and amendments made as required.



Damian Kulasingham, President  
EPTCON Ltd.