

Health, Safety, Environmental and Quality (“HSEQ”) Policy

Michels International Holdings, Inc. (“Michels”) is committed to *continual improvement*, providing the highest level of Health, Safety, Environmental, and Quality compliance while *meeting our customers’ requirements*. This applies to all trenchless construction activities and related support services. We will *support our strategic direction* by operating in a *safe* manner, *minimizing our impact on the environment*, developing our employees, and delivering our services in a sustainable manner. This policy is used to provide a framework for our objectives.

We are committed to achieving HSEQ excellence through the following principals:

- Health, safety, environmental, and quality are embedded in our **CORE VALUES** at Michels and must **never** be compromised.
- Our commitment begins by demonstrating visible and active leadership that engages employees and service providers to manage health, safety, environmental, and quality performance.
- Preparing and implementing programs and systems to continually improve the management of our HSEQ Management System and the system’s performance.
- Commitment to the protection of the environment, including prevention of pollution and other specific commitment(s) relevant to the context of the organization.
- Establishing, setting, implementing, and monitoring health, safety, environmental and quality objectives, and targets.
- Reviewing, analyzing, and managing environmental impacts of our activities, products, and services.
- Empowering our people to be proactive in suggesting improvement to the processes, procedures, and related documentation.
- Committing to provide safe and healthy working conditions for the prevention of work-related injury and ill health.
- Constantly improving our approach to health, safety, environmental, and quality performance through engaging our people, eliminating hazards and reducing health and safety risks, and regularly reviewing our policies and procedures to produce “Best in Class” results.
- Developing and training our people in health, safety, environmental, and quality management.
- Engaging with our people on HSEQ matters to improve and embed learning across the business. This includes workers, and, where they exist, workers’ representatives.
- Determining and providing the necessary resources needed for the establishment, implementation, maintenance, and continual improvement of the HSEQ Management System.
- Complying with applicable regulatory, compliance, customer, and other requirements.
- Ensuring this policy and associated objectives are regularly reviewed and communicated to all employees.
- Ensuring customer satisfaction by completing projects on time, within budget, and to high HSEQ standards to secure repeat business and customers.
- We demonstrate and promote our commitment daily by working safely and by speaking up when we observe something that is unsafe - on and off the job.
- All employees are responsible for following company rules, and for preventing incidents up to and including the utilization of our “Stop Work Promise” to stop the job when situations arise that may be unsafe or hazardous.



Dean Cowling

President, Michels International Holdings, Inc.

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