

Cardno Limited

Global Health, Safety & Environment Policy

Cardno recognizes that achieving excellence in managing our health, safety and environmental (HSE) responsibilities is essential to being a world leader in the provision of professional services to improve the physical and social environment.

1. Our Zero Harm Goal

Our goal is to always conduct our business in a way that protects our people, clients, visitors and members of the public from harm by:

1. Providing strong and effective leadership in HSE management
2. Building from a foundation of compliance with applicable HSE laws, regulations, standards and requirements
3. Setting and achieving objectives and targets that promote continual improvement in HSE performance
4. Identifying our hazardous activities to remove the risk of harm where possible, and to establish robust arrangements for minimizing the HSE risks that remain
5. Monitoring our HSE performance and learning from experience
6. Communicating and engaging with our workforce, clients and business partners to enable everyone to fulfil their HSE responsibilities and participate effectively in protecting themselves, others and the environment from harm
7. Committing to the protection of the environment through the continuous improvement of our processes, products and services, including the prevention of pollution.

2. Our HSE Approach

Our approach to managing health, safety and environment is detailed in Cardno's Health, Safety and Environment Global Mandatory Requirements that applies to all regions. We continually review our approach, business systems and processes to improve our performance.

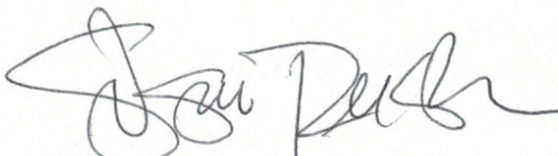
3. Our Commitment to Implementation

Cardno operates in many different markets and countries. Our Policy does not vary but detailed implementation takes into account the specific operating environments of our regions and divisions.

Cardno requires committed and visible leadership from all managers, strong teamwork and consultation in our work groups and the active participation of everyone to implement and reinforce this Policy in our offices, facilities and in the field.

To make HSE part of every job, every day, all Cardno employees, subcontractors and sub-consultants are required to:

1. Take personal responsibility for HSE in all daily activities
2. Stop and seek guidance if he or she believes what they are doing could cause harm
3. Understand and follow all relevant HSE requirements
4. Support colleagues, work collaboratively and share information to prevent harm
5. Report incidents and concerns.



CEO and Managing Director
February 2020