



Health Safety & Environmental Management Guide

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March 09, 2004





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FORWARD

The purpose of this Health, Safety and Environmental Management Guide is to provide Hazco management and employees with information and direction on the implementation of Hazco's overall health and safety management system.

The information found herein is intended to meet current OH&S law found within in each provincial jurisdiction that Hazco operates in. The goal of this document is to provide a practical guide to complying with federal and/or provincial OH&S law. Additionally, the guide recognizes the existence of industry best practices and standards, adopted and integrated into current Hazco policies and procedures for the purposes of this guide.



SAFETY AS AN INHERENT VALUE

HAZCO Environmental Services Ltd. is committed to protecting the health and safety of our employees, our colleagues, the public and our environment. We are committed to the goal of NO ONE GETS HURT either on or off the jobsite. We see health and safety as a 24/7 endeavor and are committed to promoting this value among all our employees.

Specifically, HAZCO is committed to the development and implementation of operating procedures and practices that provide a safe environment in which all employees may work efficiently without fear of incident or injury. In addition to this commitment, management supports industry-wide safety initiatives. HAZCO also holds a Certificate of Recognition (COR) from the Alberta Construction Safety Association and Alberta Human Resources and Employment in recognition of our health and safety management system.

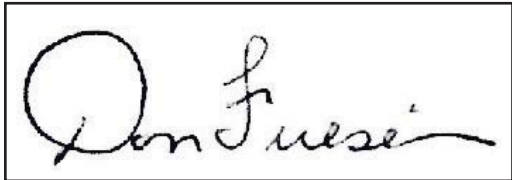
Safety is an integral part of HAZCO's efforts to provide quality service. Thus, management will promote and implement an effective health and safety management system to minimize the loss associated with work-related incidents while ensuring the work performed is to the highest level of service. This policy applies to all elements of HAZCO's health and safety management system.

Overall Responsibilities

Responsibility can be defined as an individual's obligation to carry out assigned duties. For our safety management system to achieve its desired results, everyone in the organization must understand and know their responsibilities. While the overall policy contains general references to responsibilities, management has set out specific responsibilities for themselves and everyone in the organization. The safety effort is the responsibility of all field employees, administrative staff, technical staff and management working together to:

- Design, implement and maintain a safe and healthy work environment at all times
- On an on-going basis identify and respond to potential safety and health hazards inherent to operations and provide the appropriate corrective measures necessary to minimize the risks associated with these hazards
- Establish safe work practices and procedures and train employees in their application
- Ensure employees are competent to perform their jobs consistent with their ability and training
- Provide the necessary materials, tools, and equipment to complete jobs safely
- Encourage the participation of all employees in the safety effort through the proper handling of safety suggestions, safety publicity, and personal recognition

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- Investigate and report all incidents arising out of HAZCO's operation to identify and correct safety systems
 - Inspect, identify and correct conditions and practices which may cause injury, work disruption or property damage
 - Promote "off the job" safety to assist employees in protecting themselves and their families from harm away from work
 - Hold all employees accountable for their safety performance by making safety performance an important factor in overall evaluation of their job performance
 - Achieve our goal of having an injury / incident free workplace
 - Meet and/or exceed health and safety requirements as established by health and safety legislation from province to province or as stipulated by contract with our respective clients



Corporate Safety

January 5, 2004

Date

Assignment of Responsibility and Accountability for Safety

HAZCO Management (Owners, Project Managers, Project Coordinators, General Superintendent, and Operational Managers):

1. Provide information, instructions, and assistance to supervisory personnel in order to protect the health and safety of our employees.
2. Understand and enforce HAZCO's OH&S program, client requirements and the relevant occupational health and safety legislation.
3. Ensure supervisory personnel understand HAZCO's incident prevention program as well as relevant occupational health and safety legislation.
4. Provide proper, well-maintained tools and equipment, plus any other special personal protective devices that may be required.