

Health, Safety, Environment and Quality Policy (HSEQ)

OUR VISION

Remain among the most successful companies through our leadership in terms of Health, Safety, Environment and Quality (HSEQ), which are key factors for the success of our projects and our company's viability.

OUR COMMITMENTS

- Protect the health, safety and well-being of all our employees, clients, partners and subcontractors;
- Work towards a "zero injury" objective by offering a safe workplace for everyone;
- Protect the environment and minimize the environmental impact of our operations on the quality of air, water, ground, plants, and wildlife;
- Perform our work in a dynamic, innovative and efficient manner to meet the highest HSEQ standards, for both our company and our clients;
- Apply all of our client's applicable legislation and requirements in regard to HSEQ standards in a strict and thorough manner, while respecting high ethical standards.

OUR MANAGEMENT PRINCIPLES


- Maintain our ISO 9001 et ISO 45001 standards;
- Set annual objectives and continuously improve our HSEQ management principles;
- Identify performance indicators and monitor HSEQ statistics;
- Identify and renew the internal and external challenges that can influence our organization;
- Ensure strict management of non-compliance, opportunities and internal or external complaints;
- Ensure that the subcontractors are properly managed, as to be integrated into our HSEQ management practices;
- Ensure that the employees participate in the prevention process;
- Ensure that the employees are aware of questions related to the HSEQ policy;
- Implement an HSEQ program for each project to reduce and eliminate risks at the source, control our activities, avoid non-compliances and monitor legal requirements;
- Investigate all events and incidents, in addition to promoting a growing declaration through positive management of accident statistics;
- Ensure that all employees have the training and information required to perform their job and related duties;
- Optimize and promote our organization's tools to ensure they're efficient and effective;
- Provide the resources, tools, and equipment required so the HSEQ is managed in a sound manner.


NOTRE LEADERSHIP

Ensure that our HSEQ culture is maintained, so that it's adopted into our representative's corporate values when performing their duties and that it's reflected in their actions and decisions. We therefore rely on the involvement and mobilization of all employees to support the HSEQ team.

OUR EXPECTATIONS

- The vice presidents, managers, and project managers represent the senior management and must show their commitment of the HSEQ values to the employees through concrete actions (through listening, involvement, providing feedback on their ideas and comments, etc.), and to our clients, partners and subcontractors ;
- Superintendents, foremen, and other managers provide a direct link between management and employees. They must promote the HSEQ values with the employees and lead by example, ensure that the employees participate in the prevention process (involvement, listening, feedback), plan and efficiently monitor work progression through proper supervision and halting the work when required;
- Employees must follow HSEQ guidelines, participate in the prevention process, report all events, demonstrate positive leadership and refuse to perform any work or activity that could pose a risk to their own safety or to the safety of others.


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