



## ENVIRONMENTAL, HEALTH, AND SAFETY (EHS) POLICY

Effective January 2025  
Version 1.0

BH&M Environmental is committed to integrating sustainable practices, ensuring regulatory compliance, and prioritizing the health and safety of all stakeholders through our comprehensive Environmental Management System (EMS).

We have implemented a tailored EMS to achieve our specific EHS objectives. Our EMS programs are designed to:

**Ensure Regulatory Compliance:** Adhere to all relevant laws, standards, and best practices to maintain full compliance in environmental, health, and safety management.

**Promote Sustainability:** Minimize environmental impact through resource efficiency, waste reduction, and integrated management practices.

**Ensure Safe and Healthy Work Environments:** Prioritize safety by conducting risk assessments, identifying hazards, and implementing effective controls.

**Foster a Culture of Continuous Improvement:** Continuously evolve and improve processes to address changing regulations, risks and adopt emerging best practices.

**Employee Engagement and Training:** Provide regular training to equip employees with the skills needed to support EHS objectives and foster a safety-conscious culture.

By integrating these programs and processes into our daily operations, we are committed to minimizing risks, preventing accidents, and ensuring that our business practices contribute positively to the environment and society.

This policy is communicated to all employees, clients, contractors, and stakeholders and is reviewed regularly to ensure its continued effectiveness and alignment with our evolving goals.

A handwritten signature in black ink, appearing to read 'Mike Irby', written over a dotted line.

Mike Irby  
President

A handwritten signature in black ink, appearing to read 'Matthew Garner', written over a dotted line.

Matthew Garner  
Vice-President