

Environmental Protection Policy

Suck It Up Hydrovac Service Ltd. recognizes that sound environmental policy makes business sense. Our company is committed to delivering safe, reliable services in an environmentally responsible manner. We are committed to pollution prevention, conservation of resources and the continual improvement of our environmental policy.

Policy Commitment

Suck It Up Hydrovac Service Ltd. is committed to:

- Compliance with all levels of environmental legislation, regulations, and accepted standards of environmental protection
- Providing information on key environmental issues related to company operations to clients
- Supporting community environmental initiatives and programs
- Providing employees with the information necessary to make informed decisions, and ensuring all employees recognize and understand their responsibility to follow the Suck It Up Hydrovac Service Ltd. environmental policies and procedures
- Updating our environmental responsibility policy on a regular basis and setting targets, objectives and programs.

Copies of this policy will be distributed and explained to all workers. Compliance with this policy will be reviewed with all employee levels.

Violations will be recorded. Repeated disregard or willful violations of this policy by any subcontractor or employee at any level may be considered cause for discipline in accordance with our Progressive Discipline Policy and existing laws.

Health & Safety Policy

Suck It Up Hydrovac Service Ltd. operates under the internal responsibility system of safety, where maintaining a safe workplace and accident prevention activities are everyone's responsibility.

Each employee is expected cooperate and follow all company rules, and to perform their work in a safe manner. Workers are to report unsafe conditions and point out unsafe actions/conditions. The safety team is responsible for maintaining the Health and Safety Management System, and for execution this program. They are also responsible for training employees in safe work procedures and have the overall responsibility for safety at each work site.

Supervisors and foremen are responsible for assisting management in the implementation and maintenance of the health and safety program.

All contractors, subcontractors and others who do work for and with the company are responsible for obeying all rules, following procedures, wearing the appropriate personal protective equipment, participating in all safety training programs, and informing the Director of Operations of unsafe working conditions.

MANAGEMENT HAS THE CORPORATE RESPONSIBILITY FOR WORKPLACE HEALTH, SAFETY AND INCIDENT PREVENTION. THE COMPANY POLICY IS TO PROVIDE A SAFE AND HEALTHY PLACE OF EMPLOYMENT FOR EVERY EMPLOYEE AND TO ABIDE BY ACTS & REGULATIONS SET FORTH BY THE FEDERAL, PROVINCIAL AND LOCAL GOVERNMENTS OF SASKATCHEWAN.

The Company is genuinely interested in the health and safety of our employees. Our workers are our most important asset. Incident prevention is an integral component of maintaining a safe and efficient work. We are committed to providing all resources necessary to fulfill this commitment.

It is our policy that all safety rules and regulations are strictly observed at all times. Everyone is accountable to this program. Working safely is a condition of employment. Failure to comply with any element of this program or legislative requirement will result in disciplinary action.

EVERYONE HAS THE RIGHT AND RESPONSIBILITY IO REFUSE WORK WHEN UNSAFE CONDITIONS EXIST

REMEMBER, ALL EMPLOYEES HELP IN PREVENTING ACCIDENTS. THIS BENEFITS YOU AND YOUR FELLOW EMPLOYEES, EVERYONE SHOULD STRIVE FOR A RECORD OF ZERO ACCIDENTS.