



GRAYMONT

Graymont Health, Safety and Environmental Policy

At Graymont we work together to fulfill our world-class vision by operating safe, clean, orderly facilities, where everyone shares a strong commitment to an injury-free workplace and a dedication to improving our environmental performance. Our goal is to promote the health and safety of all employees, protect and preserve the environment, and contribute to the well-being of the communities where we operate.

We will:

- Further our belief that the health and safety of our employees is paramount to building a sustainable and successful business by actively pursuing opportunities to encourage safe and healthy employee behavior both in and out of the workplace.
- Ensure that Health, Safety and Environmental (HSE) considerations are an integral part of each job and every process by:
 - Committing to respecting, implementing and abiding by the Graymont HSE Standards and all applicable regulatory obligations.
 - Individually committing to open dialogue about HSE opportunities, innovations and performance.
 - Engaging all levels and functions of the organization in supporting the HSE initiatives and goals.
 - Including HSE considerations at all stages of our projects or processes in order to deliver world class results.
- Develop, implement and continuously improve systems designed to achieve zero HSE incidents.
- Enhance environmental stewardship through efficient, best-in-class operations and business practices by:
 - Fostering a strong respect for the environment by efficiently and economically utilizing our natural resources.
 - Striving for zero waste by focusing on reduction, beneficial reuse or elimination of traditional waste and co-product streams.
- Make certain that Graymont HSE standards comply with or surpass all relevant laws and regulations.
- Require our business partners and contractors to adopt appropriate HSE practices.
- Walk the talk, demonstrating integrity and exercising leadership by actively promoting HSE excellence in everything we do.
- Commit the appropriate resources to design, build, operate and maintain safe and environmentally responsible facilities.
- Continuously challenge ourselves to identify and pursue opportunities to improve our HSE approach, processes and results.

We will accomplish these commitments by empowering our employees to achieve long term continuous improvement in all aspects of HSE performance.