

## **C.A.T. Group HSSE Zero Tolerance Policy**

C.A.T. Group has a Zero Tolerance Policy for any personnel who are not committed in following the company's Safety Management System (SMS) / Policies / Procedures, Health and Safety Instructions (HSI's) and direct safety instructions from Supervisors / Management.

We believe that safety starts from the top and by having the appropriate safety culture where all employees are responsible for themselves and those that report to them, and all can stop work if they observe unsafe behaviors. We further believe the enforcement of disciplinary measures for violations or any disregard for C.A.T. Group Policies, Procedures or Health and Safety Instructions will reduce the likelihood of accidents, incidents, and other unplanned events.

C.A.T. Group expects employees to continuously exhibit proper HSSE leadership while at home or at work. C.A.T. Group expects all managers to ensure proper implementation of HSSE awareness, training, recognition programs to administer immediate disciplinary actions for unacceptable behavior, safety violations, disregard for instructions, insubordination or any other action or behavior contrary to the wellbeing of the employee, his or her work mates, or C.A.T. Group and client property.

Additionally, C.A.T. Group managers shall adopt a Zero Tolerance standard for all violations of this Zero Tolerance Policy. Depending on the severity of the violation C.A.T. has the right to terminate an employee, contractor, or subcontractor immediately for such violations.

Our supervisors are required to lead safe and efficient operations and to exercise good judgment in holding their team members accountable for safe behaviors.

At C.A.T. Group, safety begins at the highest level, filtering down through all levels of the company. All team members share equal responsibility for working smart and safely as a condition of their continued employment at C.A.T. Group. All team members have the responsibility to ensure, and the right to request safe work conditions.

We care about the wellbeing of people, the condition of our property and the safe / efficient operations that we have agreed to provide to our clients. At C.A.T. Group we ensure a safe work environment, and adherence to Policies, Procedures and Health and Safety Instructions as core values.

The most desirable outcome to C.A.T. Group is that every team member goes home to their loved ones in the same condition they came to work.

**Christopher Bush**



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**Chief Executive Officer**