ENVENTURE
EXPAND YOUR POSSIBILITIES

Health, Safety, Security, & Environment Manual

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Revision 01 – August 21, 2020

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Purpose

This manual is a reference guide to the general health, safety, security, and environmental (HSSE) practices, programs, and policies of Enventure Global Technology, Inc. The guidelines and requirements contained herein apply to all Enventure personnel, services, operations, materials, and facilities.

Scope

The topics covered in this manual are general in nature and not all-inclusive in order to provide an overview of Enventure's HSSE management system. Enventure has numerous other management system documents that provide guidance and information on more granular topics. For more information regarding specific procedures, requirements, or other information related to the topics inside or outside the scope of this manual, please consult with the applicable Enventure management personnel.

Revision & Approval

Revision	Date	Change Made	Authorized By
00	Sept. 2007	Original release.	David Reyna
01	August 21, 2020	Revamping of topics covered	Brian Hayes

Contents

- Commitment to HSSE Excellence
- Ten Guiding Principles of HSSE Excellence
- Hazard Identification and Risk Assessment
- Incident Investigation and Reporting
- Personal Protective Equipment (PPE)
- Short Service Employee Program
- Stop Work Authority
- Global Manual Lifting Policy
- Extreme Temperature Program
- Driving Safety
- Cell Phone Policy

Health, Safety, Security, and Environmental Policy

Enventure Global Technology, Inc. (hereafter referred to as "Company" or "the Company") is committed to globally achieving health, safety, security, and environmental (HSSE) excellence in all business practices and operations. This commitment is built upon the foundation of the Company's *Code of Business Conduct* and is further expanded on in the *Ten Guiding Principles of HSSE.*

All Company personnel will comply with, or exceed, all applicable laws and codes of practice and will strive to ensure that our suppliers and contractors do the same.

Using a systematic approach to managing HSSE, the Company goal is to continuously improve HSSE performance and hold the ten guiding principles as core values. Therefore, it is the responsibility of every Company employee to reflect commitment to this goal in day-to-day business activities and operations. Company personnel will, therefore, endeavor to create an incident-free workplace for all employees, contractors, customers, and suppliers. Company employees must also keep in mind the potential long-range impact of all activities and operations, and work toward creating an atmosphere of sustainable development.

Company management is enthusiastically committed to the success of our HSSE programs and goals. To accomplish these objectives, the active participation of everyone is critical in embracing fostering, and promoting an environment of HSSE excellence.

Sincerely,



W. Alastair McClean
President & CEO

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