Policy statement on Health Safety and Environment (HSE)

ICCI policy is to conduct all its operations such that the highest possible standards are achieved to protect people, assets and the environment. Our commitment to a "total safety culture" is facilitated through a management system that promotes continuous improvement and disciplined action to achieve our goals.

We believe in the following principles to guide our actions:

- ▶ All accidents are preventable.
- ▶ Always working safely is everyone's responsibility.
- ▶ Individuals should take responsibility for the safety of those around them as well as themselves.
- ▶ Everyone has the authority to stop work that has the potential to cause injury or damage.
- ▶ Communication, commitment and training are essential components of an overall management system.
- ▶ Respectful, trusting, open communication between management and employee groups about all aspects of safety in the workplace.
- ▶ Achieving excellence in Health, Safety and Environment management is the first step to achieving excellence in business.
- ▶ An open, feedback-rich culture among employees, which enables employees to consistently learn and grow.

We will work to maintain our goal of ZERO accidents and injuries. To achieve this, we will operate an HSE system that will:

- ▶ Identify, evaluate and eliminate HSE risks to ensure that hazards are managed.
- ▶ Establish a culture where work will be stopped if it is unsafe.
- ▶ Comply with applicable legislation, regulations and industry standards.
- ▶ Have measurable goals and plans for continual improvement aimed at zero incidents.
- ▶ Build a supportive culture that requires visible leadership with clear accountability.
- ▶ Provide everyone with effective training so that we are all able to work safely.
- ▶ Investigate all incidents so that we can prevent any recurrence.
- ▶ Collaborate with customers, regulators, suppliers, sub-contractors and strategic partners to improve on our performance and ensure we are current with latest HSE industry initiatives.
- ▶ Establish and maintain measurable objectives to monitor progress through regular audits and reporting.
- ▶ Implement monitor and test emergency response procedures.
- ▶ Allocate appropriate resources to implement this policy.

ICCI is a responsible corporate citizen committed to the protection of people, property and the environment.

Steve Quinn
Chief Executive Officer