

## SAFETY HEALTH & ENVIRONMENT POLICY

At Xenith Consulting, our core value is the safety and health of our people, clients, visitors, and business partners, and the environment in which we operate.

We seek to generate a culture in which safety, health, and environment (SH&E) principles are part of the everyday approach to our business life.

In order to achieve this, Xenith will provide SH&E leadership that will:

- Provide a proactive systematic approach to safety, health and the environment based upon legislation, industry codes and recognized standards;
- Provide adequate resources, support and training so the people can carry out their duties in a safe and efficient manner;
- Identify, assess and manage risks in which we operate;
- Provide incident investigation and rehabilitation processes;
- Limit the environmental impacts of our business through efficient use of natural resources, as well as the reduction and recycling of waste materials;
- Measuring and reviewing the effectiveness of compliance to our SH&E management system as part of our continual improvement process.

We seek the cooperation of our people in regards to safety and health matters, as well as the minimization of our environmental impacts.

Xenith is committed to continuous improvement outcomes and enduring benefits for our stakeholders.

*Troy Turner*

**Troy Turner**  
**Managing Director**  
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