

# Safety & Health Policy

3P Utility Services puts safety first for our employees, the contractors that work on our behalf, our clients, and the individuals in the communities and regions in which we operate. We strive to conduct all of our work activities in a manner that promotes personal safety, health and well-being. To ensure that we adhere to these standards consistently across our businesses and projects, we have established this Safety and Health Policy reinforcing the following principles:

**3P Utility Services leadership is ultimately responsible for safety performance.** While proper day-to-day safe work practices are everyone's responsibility, our leaders set occupational safety and health-related expectations, monitor safety performance against these measures, and hold themselves and our employees accountable for meeting these targets.

**3P Utility Services leadership will provide the appropriate resources, human and material, to ensure that all our employees have the means to work safely.** Our leaders will ensure that the necessary engineering controls, employees, training, mentoring, procedures and equipment are provided to identify and mitigate occupational safety and health-related risks.

**3P Utility Services employees will comply with all applicable occupational safety and health-related requirements.** Our employees will identify, understand and comply with all occupational safety and health-related governmental regulations, and other applicable safety and health-related requirements, including those contained in our policies, procedures and standards.

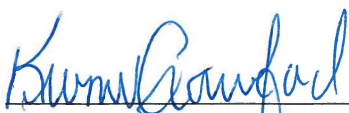

**3P Utility Services employees will participate in all applicable occupational safety and health-related activities and requirements.** Our employees will take ownership of their personal safety and the safety of those around them by actively participating in our safety and health-related programs. As such, all personnel are responsible for supporting the requirements of these programs, including correcting unsafe conditions and behaviors and empowering an obligation to stop work in cases of imminent danger to human health or whenever there is a question or concern regarding the safety of an operation or work activity. Willful violation of the safety program rules and requirements will subject our employees to disciplinary action up to and including termination.

**3P Utility Services expects its contractors to meet occupational safety and health performance standards.** Our contractors will identify, understand and comply with all occupational safety and health-related governmental regulations, and other applicable safety and health-related requirements and expectations for their employees and such contractors will be required to take all necessary corrective actions if these standards and expectations are not being met.

**3P Utility Services employees will continuously strive to improve our occupational safety and health-related performance.** We will put into place and implement a safety management system (SMS) to set occupational safety and health goals, objectives and targets; commit to preventing injuries; measure safety and health performance; conduct regular safety and health audits or assessments to review compliance with applicable safety and health-related, legal and company requirements; robustly report, investigate, and analyze all safety incidents and make the necessary adjustments to achieve continuous improvement.

**3P Utility Services empowers every employee and contractor with the obligation and authority to "call a time out" whenever there is a question or concern regarding the safety of an operation or work activity.**

This Safety & Health Policy is based on our fundamental beliefs that everyone has a right to a safe workplace, all incidents can be prevented and working safely is a condition of employment. Adherence to these principles is mandatory for all of our employees.

  
Kevin Crawford, President  
Paul Mackintire, VP, Safety  
Steven Gilkey, EVP, Operations