

# Health and Safety Policy Statement

Michael Baker International is committed to conducting operations in a manner that provides employees with the safest possible work environment, regardless of where duties are performed – within a company office or in the field. It is our vision to achieve a workplace free of preventable incidents for all team members as we maintain compliance with industry standards throughout all of our business practices.



## Our commitment is supported by the following principles:

- Employee Health and Safety is a corporate value, equal in importance to our business operations and practices.
- Management will actively promote health and safety in the work environment, setting the standard for safe behaviors and work practices while ensuring that employees comply with Michael Baker health and safety policies, applicable laws, regulations, standards and contracts by thoroughly and accurately planning for health and safety on all projects to reduce risk and mitigate hazards or eliminate them altogether.
- Employees will report all work-related incidents to the Health and Safety Department when they occur, including near misses and unsafe acts or conditions that threaten the health and safety of the employee, their team members, our clients, the public, or are detrimental to the environment.
- Management will thoroughly investigate all work-related incidents to determine root causes and contributing factors so that corrective actions can be implemented to prevent recurrence.
- Employees will comply with all health and safety training requirements as assigned to attain the skills necessary to identify and mitigate workplace hazards.
- Employees will be held accountable for health and safety responsibilities and actions, including maintaining all health and safety-related certifications and ensuring all health and safety training is updated in accordance with company policies.
- Employees who exhibit behaviors exemplifying our health and safety standards will be recognized for their efforts.
- Continuous health and safety program improvement is essential to operational performance and demonstrates industry leadership.

We will continuously strive to develop a health and safety culture that is demonstrated by a strong management commitment and reflected in an environment where all employees take responsibility for their own health and safety, and that of their team members. Our overarching health and safety goal is to achieve a workplace with zero incidents.

Brian A. Lutes  
Chief Executive Officer