



999 Dalton Rd, Timmins, Ontario P4N 7C2 - T. (705) 268-6011, F (705) 268-5655 - [highvec@highvec.com](mailto:highvec@highvec.com)

## Values and Principles

Highvec Canada Inc. is committed to having an Injury free and safe working environment for their employees. To meet this objective Highvec Canada Inc. has applied the following "Values and Principles".

- Highvec Canada Inc. has accountability for a Safe and Healthy work environment for their employees.
- Engage our employees in matters that affect their Health and Safety.
- Communicate "Honestly and Openly" with our employees in matters of Health and Safety.
- Give workers responsibility, accountability and authority.
- Highvec Canada Inc. requires all workers to work in a safe productive manner, as a matter of employment.
- Develop Safe work procedures and strictly apply them to effectively control risks in tasks that have been identified as high hazard activities;
- The identification of an unsafe condition or the occurrence of an incident requires immediate investigation and actions by the people involved and by management.
- Adopt Best practices and seek opportunities for "Continuous Improvement", in Health, Safety and Environment.
- Meet our client's expectations in a safe and environmentally responsible manner.
- Use environmentally friendly equipment to minimize our Environmental Footprint.

Highvec Canada Inc. "Making every Shift a Safe Shift".

Chuck Humphrey  
Highvec Canada Inc.

Date: January 7, 2013