



Environment POLICY

We hold our leaders accountable for the environmental management of our activities.

We expect our line managers and supervisors to provide effective leadership in environmental management while recognizing that environmental management is the responsibility of every employee and contractor.

Managers of every business or operation are responsible for the full implementation of the Environmental Management Plan. This requires:

- The allocation of appropriate resources and the provision of training, education consultation and auditing to ensure compliance;
- The development, implementation and maintenance of environmental policies, programmes and procedures and
- Effective environmental assessment and control, designed to achieve proactive management of our activities, products and services

We shall conserve and protect environmental resources through various measures including, the efficient use of energy and water, minimising waste and minimising impact to the environment. We will demonstrate active stewardship of land, aquatic ecosystems and biodiversity with which we interact. We will comply with environmental legislation and other requirements to which we subscribe, and develop a culture of continual improvement. We commit to open communication with our employees, local communities, contractors, suppliers, investors, business partners and other interested third parties to encourage an environmentally responsible culture that reflects the intent of this policy.

This policy will be reviewed at appropriate intervals and revised where necessary to keep it current.

Glen Koropchuk, *Chief Executive Officer*
August 2010

