

Health, Safety and Environment (HSE) Policy

Willbros has long-established core values associated with the safety and well-being of our people, honesty and integrity, continuous improvement, and understanding and being responsive to our customers' needs. Our HSE Policy is a continuing commitment to these core values.

Scope:

This Policy applies to the operations of Willbros, including all of its divisions, subsidiaries, and affiliated companies (the "Company") worldwide.

Policy:

Willbros is committed to protecting the health and safety of its workforce and to minimizing its environmental impact.

In order to meet our policy commitment we will:

- Comply with all applicable laws, regulations and rules;
- Perform safely every single time for the protection of our people and stakeholders including our customers, suppliers and the community;
- Make sure every employee is empowered to stop any unsafe act;
- Minimize environmental impacts, and to the extent practical, use natural resources efficiently and minimize waste, emissions and discharges;
- Identify and manage safety and environmental risks, identify hazards and evaluate risks posed by them, and implement solutions;
- Ensure adequate skills and training to work in a safe, healthy and environmentally responsible way;
- Verify that we have planned for and are able to respond to and recover from any emergency or crisis.
- Promote the implementation of responsible safety and environmental practices with our suppliers, contractors, and business partners;
- Support our customers' efforts for a sustainable future.

We are committed to strong leadership across our organization to achieve excellence and compliance in implementing this policy through our culture of accountability. Safety performance is one of the Key Results we will seek to achieve by adhering to our cultural beliefs of "Own It", "One Willbros", "Process Matters" and "Improve Daily".

To seek continual improvement in our HSE performance we will utilize a systematic company-wide HSE management system that provides a framework for compliance with our policies, legislation, regulation and other applicable requirements, setting objectives and targets, measuring performance and transparently reporting results.

Compliance with this Policy enhances our performance and helps us to achieve our mission—"A Good Job on Time... Done Right."