

HSSE commitment

To all Employees and Contractors

Dear Colleague

This is the most important document you will read whilst working at Tetra Tech International Development. Please read it carefully and only sign if you accept it fully.

- We treat our duty for the safety of those working for us exactly the same, regardless of whether they are sub-contractors or full-time staff.
- Our approach to HSSE goes beyond the issuing of forms, guidelines or contracts that outline safety standards. We actively manage the safety of those working with us, ensuring they operate safely; and if necessary we help people change their behaviour to remain safe.
- We have responsibility for the safety of individuals when they are travelling to assignments. We require people to keep us informed of how and when they are travelling, both to ensure that they are doing so safely and to be able to respond quickly if there is a problem.
- We have exactly the same responsibilities everywhere in the world, including when operating in environments and cultures that are less safety-conscious than the UK. In such difficult contexts, we do not lower our standards; rather we use our skills to improve safety just like we use our skills to improve economic growth or governance.



Jim Carnegie outlines our
Commitment to HSSE

Any incidents that affect the health safety and security of our people must be reported **immediately** so that they can be properly managed. Individuals who are directly involved in an incident may not be the best people to judge corrective action, including the need for medical treatment, which is why we must always carry out proper reporting. The details of reporting requirements are outlined during your induction to Tetra Tech and further highlighted as part of our mobilisation process.

I will not tolerate or accept lack of commitment, unwillingness, disregard or refusal to implement our safety standards. We will not work in places if we cannot manage safety and security effectively and we will not work with people if they are unwilling to adopt our standards of care. If you become aware of situations where these standards are not being met, you must contact me or Jim Carnegie directly.

If you have any questions or concerns regarding Tetra Tech's HSSE policy, including if you feel you need more training or advice, please contact me or Jim Carnegie, Head of Risk and Compliance; +44(0) 7773 850 607 jim.carnegie@tetratech.com



Jim Carnegie