

## Occupational Health & Safety Policy

August 1, 2016

DLZ is committed to continual improvement of safety performance and to furnishing a work environment that is free from recognized hazards that could cause serious injuries or illnesses to its employees and others working on its behalf through the effective implementation of this Occupational Health & Safety (OH&S) Policy. To achieve these objectives, DLZ's leadership will:

1. Upgrade DLZ's OH&S Management System (OHSMS) to tailor it to the purpose, size, and context of the organization, and to the specific nature of its OH&S risks and opportunities.
2. Commit to providing working conditions that reduce the occurrence of work-related injury and ill health.
3. Improve the framework for setting measurable OH&S objectives.
4. Comply with applicable legal mandates and other requirements.
5. Mitigate OH&S risks using industry's hierarchy of controls.
6. Continually improve the OHSMS to enhance DLZ's OH&S performance.
7. Consult with, listen, and respond openly to our employees and clients to ensure their input is factored into the decision-making processes of the OHSMS.
8. Develop and implement improved training programs to enrich the OH&S skills and knowledge of our employees.
9. Present relevant OH&S information, instruction, and training to our employees.

The following principles shall guide the actions of our employees:

1. I will come to work in a "fit & able" condition.
2. I will comply with DLZ's Corporate Health & Safety Plan and Code of Safe Work Practices.
3. I will prepare or obtain a job-specific project safety plan or equivalent for each project for which a SOP does not already exist, and I will communicate the plan to the project team.
4. I will obey traffic laws.
5. I will use fall protection or prevention whenever required.
6. I will follow the confined space entry procedure before entering and throughout the full duration of the task.
7. I will never stand beneath or place a body part beneath a suspended load.
8. I will ensure any equipment I use is properly maintained and inspected prior to each use.
9. I will not disable safety devices.
10. I will immediately notify line management of any work that does not comply with applicable safety, legal or other requirements.
11. I will report all safety incidents, including near misses, to the Safety Team as soon as practical.

**The implementation of an OHSMS is a strategic and operational decision for DLZ and requires the integration of health and safety into all of our business management processes. The success of our OHSMS depends on leadership, commitment and accountability from all levels and functions of the organization.**



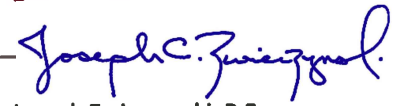
Vikram Rajadhyaksha, P.E.  
Chairman & CEO



Ram Rajadhyaksha, P.E.  
Equity Partner & VP



Shyam Rajadhyaksha, AICP  
VP & Corporate Secretary



Joseph C. Zwierzynski, P.E.  
Chief Operating Officer