



HSE International™
Building a safer workplace together

Capability Statement

Building safety risk intelligence and
outcomes



Know the worth of risk.



A beacon of regulatory knowledge and a key source of steadfast direction when navigating the landscape of OHS regulations. HSE International has supported Fletcher in achieving exciting progress on a path to becoming one of the largest companies in NZ. With significant industry knowledge, valuable network and impressive professionalism, HSE International's support has accelerated Fletcher on our mission to provide unparalleled support to the construction industry - both in NZ and Australia. Massive admiration from the Fletcher team and sincerely recommended.

- Fletcher Building, New Zealand

HSE International delivered ICAM training courses to team members from each of our 7 different group companies throughout Europe. Each course was very thought provoking and provided us with a great insight into how we can benefit from using ICAM in our risk management processes. It's clear that HSE International are experts in the application of ICAM Incident Investigation and we have found their assistance to be of great value to our organisation.

- P&O Ferries, UK

About Us

HSE International Group Limited (HSE International) is a Canadian owned and managed Health, Safety and Environmental (HSE) management consulting firm, providing integrated compliance solutions to businesses throughout Canada, the US and internationally. Our team of highly qualified and experienced consultants provide our clients with simple yet comprehensive integrated risk management systems that foster higher stakeholder engagement and improve legislative compliance.

When it comes to safety having the right tools and support gives you the ability to act quickly. Whether it's understanding your organization's risk around a particular issue, finding, and preparing evidence for an incident investigation, or even working through M&A activity. But with the amount of legislation out there, it's not always easy to know and meet your obligations as an organization.

HSE International helps organizations anticipate and adapt to changes in the regulatory environment and build better programs and controls to address the wide variety of regulations and regulatory risks. Our customized approaches help rethink the cumbersome and arduous task of safety, making it more manageable, efficient, and insightful to manage risks and elevate business performance. HSE International brings the entire process together in a single approach, connected to the most effective tools, and supported by the community of experts you need to meet your safety goals.

Developing integrated, strategically aligned safety risk management solutions allow organizations to make optimized business decisions, making HSE International's your complete support partner and *gives you the power to create a safer workplace.*

Our services at a glance.

- **Audit and Assurance** – including corporate governance, internal audit, many forms of disclosure, including reports for regulatory authorities, corporate responsibility, and sustainability reporting
- **Management Consulting** – including management system design and implementation, safety strategy and executive coaching, contractor management, and safety culture
- **Risk Advisory** – including risk profiling, assessment and inspections, and incident investigations
- **Training** – over 1600 online and inhouse courses including ICAM, mock trials, due diligence, risk, and internal audits

The industry areas we specialize in.

- Consumer & Industrial Products (C&IP)
- Energy & Resources
- Life Sciences & Healthcare
- Public Sector
- Technology, Media & Telecommunications

What Sets Us Apart from the Competition

Professionalism

We are a professional HSEQ consulting firm that offers, intelligent, customized risk compliance solutions across multiple business sectors, reducing business costs and achieving maximum employee engagement.

Save time and money with professionals



1

2

Access to Our Professional Network

Access to our network of highly qualified and experienced HSEQ professionals to suit any industry and client.

Access to our industry expert resources



3

We help Businesses Stay Compliant

We provide all types of risk compliance solutions from preliminary HSEQ compliance auditing, through to the development, implementation, monitoring, and reviewing of integrated compliance management systems.

Protect your business and its workers



4

Global Experience

Having worked in 5 out of 7 continents, with some of the world's largest organizations in nearly every industry category, we have the ability to continually 'think outside the box' when finding the right solution for our clients.

The right solution goes a long way



5

Businesses Partnership Rather than Sales

We don't believe in one-off services; we build strong relationships with our clients and support them through the highs and lows of their operations.

Long term solutions rather than quick fixes



6

Certified Diverse Supplier

We are nationally certified as a Veteran Owned Enterprise (VOE) by the Inclusive Workplace and Supply Council of Canada (IWSCC).

Promoting a diverse ethical supply chain



7

Registered Training Organization

We are nationally certified as an Educational Institution by the Employment and Social Development Canada (ESDC).

Access to our world class training



Our Vision and Culture

Our vision is to be the most inspiring firm to work with - for our people, our clients, and our communities. HSE International is committed to innovation, the oxygen that it uses to develop new ideas, processes and services that create value for itself, its clients and the health and safety community.

We are proud of our dedicated culture. We are in the business of solving complex problems for our clients which we do by engaging our people through a series of innovative communication channels and 'think tanks'. We pride ourselves on being a great place to work, yet we're always striving to be even better. At the centre of that lies what we believe is a distinctive culture and way of working.

We sum it up in the following way:

Innovation



We're fascinated by the new, what's better, and the unexpected

Foundation



Our purpose is to build a safer workplace - for our clients and the community

Leadership



We're business experts as well as technical specialists

Teamwork



Each and every one of us is part of a team

Our Values

Our values are timeless. In short, they describe the core principles that distinguish the HSE International culture, which is consistent regardless of where we operate worldwide.

Integrity



We believe that nothing is more important than our reputation, and behaving with the highest levels of integrity is fundamental to who we are

Outstanding Value



We play a critical role in helping both the capital markets and the wider community operate more effectively

Commitment



We believe that our culture is a competitive advantage for us, and we go to great lengths to nurture it and preserve it

Diversity



Our client's business challenges are complex and benefit from multidimensional thinking. Working with people from different backgrounds helps our team grow

Our Capabilities

While many businesses have focused heavily on improving safety outcomes, the approaches that have achieved success in the past may not be fit for purpose in the future. In some cases, organizations have also realized that in their desire to comply with regulatory requirements they 'can't see the forest for the trees' and are buried in process that doesn't necessarily enhance safety outcomes.

Improving health and safety performance and unlocking efficiencies requires a unique blend of skills and experience. Our multi-disciplinary team draws on our capabilities in strategy, leadership and culture, risk, technology, and management consulting to help our clients achieve better health and safety outcomes. This helps our clients:

- protect their license to operate
- optimize their ROI in health and safety
- comply with their regulatory obligations; and
- most importantly, *protect the people that they work with*

Through our 4 main service areas, we help our clients improve health and safety outcomes in the following ways:

Aligning culture to safety outcomes

We work with executive teams to identify and resolve cultural barriers to improving safety outcomes.

Transforming safety functions to deliver greater value

Through benchmarking, voice of customer analysis and other techniques we help safety functions identify opportunities to realize greater benefits for their businesses.

Providing advice to senior leadership

We provide an independent perspective to senior leadership on the mechanisms in place to ensure that they meet their duty of care.

Harnessing technology and data to identify and target risk drivers

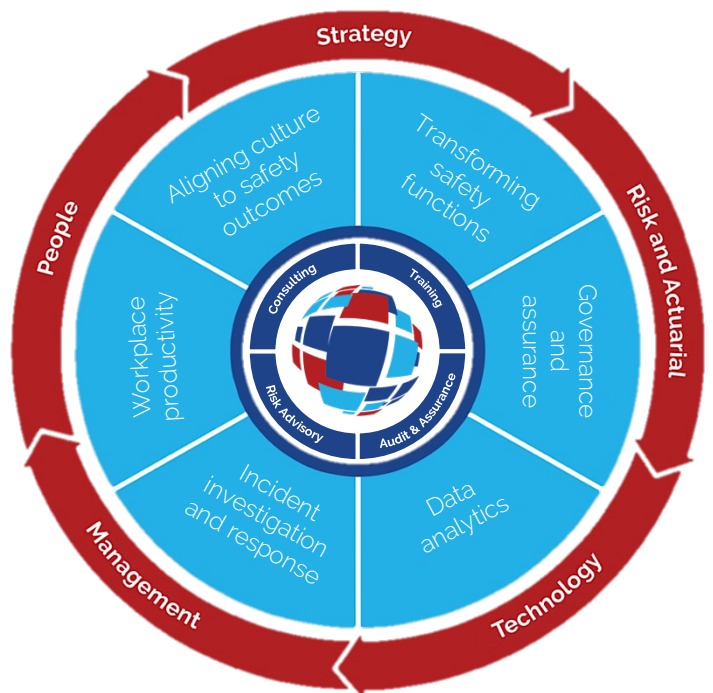
Drawing on our actuarial and data science capabilities we interrogate disparate data sources to identify and target risk drivers.

Responding rapidly to significant incidents

We help our clients navigate the days following a significant incident and defining the short, medium, and long-term actions required.

Workplace productivity

We help our clients identify step-change opportunities to improve both health & safety and business outcomes.



Aligning Culture to Safety Outcomes

Having the right safety culture is critical in driving safety performance. We have a team of specialists focused on assisting clients with embedding their desired safety culture into working practices.

We can help you to:

- Clearly articulate, communicate and obtain buy-in for the future state in the context of organizational priorities
- Identify root causes for poor safety practices and the "gap" that may exist between vision and policies, and how they play out in practice. In doing this, we conduct a diagnostic to understand:
 - Leadership and strategy
 - People and communication
 - Accountability and reinforcement
 - Risk management and infrastructure

In doing this, we look at the level of organizational maturity in underlying beliefs, skills and environment

- Articulate both the desired and 'derailing' safety behaviors and embed the desired behaviors into day to day working practices and OHS frameworks
- Incorporate relevant leading and lagging safety KPIs into business dashboards
- Align your desired safety culture across both your employees and your contractors
- Determine how to most appropriately embed safe working practices in different jurisdictions – both locally and abroad
- Make change relevant and personal to those involved to sustain the change

Transforming Safety Functions

Driving and sustaining optimum safety culture within an organization requires an effective safety function underpinning the change – one that is risk-based and fit-for-purpose. Aligning the safety capabilities throughout an organization in a way that maximizes their impact and is aligned to the broader business operating model is a challenge for many organizations. As many organizations increase the frequency and scale of change to stay competitive, safety functions also need to ensure that they adapt their operating models to keep up with this change.

We can help you to:

- Benchmark your safety function against local and global peers
- Undertake a functional review to understand the positioning of the safety capabilities throughout the organization
- Evaluate the operating model of safety functions and support the development and implementation of transformation roadmaps

Governance and Assurance

We are at the forefront of priorities in Corporate Governance and bring extensive expertise and experience in delivering exceptional OHS corporate governance solutions for clients. We deliver tailored advisory solutions to help our client boards and the organizations they lead rise to the challenge of governing today and in the future. Our team can support clients in establishing, reviewing, and improving governance structures and arrangements. This has been an area where we have constantly demonstrated value in areas such as contractor management, efficacy and reliability of safety performance information, training, incident management, design of due diligence frameworks, and organizational safety strategy.

HSE International are strategic delivery experts as evidenced by the successful development, implementation, and reporting of our corporate safety initiative Target Zero platform. They stand out in the field of HSE professionals with their ability to understand and communicate complex HSE issues with everyone they meet. Working with HSE International allowed me to understand a more global and strategic approach to HSE issues and safety climate improvement.

– Fortis, Canada

The whole package provided by the HSE International group has been excellent, from our initial ICAM training sessions to the follow-up sessions further developing the content of our ICAM platform. The guidance provided in these sessions set us off in the right direction from the start, which is exactly what we hoped to achieve. As we now work solely with ICAM, any questions or queries that arise are promptly answered by the HSE International team; this in turn helps to expand our knowledge of the methodology and its capabilities. In all, we would highly recommend HSE International.

– Darling Ingredients, US

We can help you to:

- Identify and prioritize opportunities to enhance your governance and assurance processes so you can better understand whether your approach is resulting in the desired outcomes
- Check the integrity of your safety performance data and the processes for generating it
- Map your processes so you can understand how well your current approach is supporting you to discharge your due diligence obligations
- Support you to design and execute your safety assurance framework to ensure it is aligned with the right risk management approach
- Develop executive reporting packs so you are provided with the information you need to not only assessing the effectiveness of your processes, but also where to deploy your resources

So, whether its checking the effectiveness of your processes or the integrity of your data, we have the experience and skills to assist you.

Using Safety and Risk Analytics to Improve Safety Performance

There is a wealth of information that is captured in historical worksite, project, human resource, inspection reports and environmental data. Our predictive modelling techniques can help identify high risk predictors of incidents before incidents occur, allowing organizations to put strategies in place that focus on prevention.

We can help you to:

- Identify risk predictors and lead indicators of safety issues. Our assessment of risk begins by identifying the independent, quantitative risk predictors
- Use the insights from the risk predictors and lead indicators to identify targeted areas or employee populations for wellness programs and dedicate appropriate safety resources to high-risk areas
- Implement the strategies to improve safety practices based on insights gained from the analysis, such as increasing safety training and measures for high-risk areas or targeting areas for wellness or safety awareness programs

Safety and risk analytics can help improve safety and loss prevention programs, which in turn, can reduce costs and improve the sustainability of the organization through enhanced employee satisfaction and employer corporate responsibility.

Incident investigation and response

Investigations are complex, costly and from our experience often ineffective at identifying and treating the 'root cause' of the issue. Some of the key reasons for this include:

- Not having the right mix of skills or level of independence within the investigation team. Everyone comes at a 'problem' with their own bias therefore, having a multi-disciplinary team who are independent of the area being investigated is critical.
- The recommendations generated often only address the symptoms rather than the issue and fail to account for considerations and governance processes that are ineffective
- The data from incident investigations is not effectively used to inform areas of concern and potential future programs and interventions

The result? A reoccurrence of the incident, people hurt, productivity implications and the potential for regulatory action.

We can help you to:

Investigate

- Rapidly mobilize a team of independent multidisciplinary teams to establish the 'facts' without the fixed costs
- Take a holistic approach to the generation of recommendations and key learnings

Challenge

- Identify areas requiring future focus and additional resourcing but also challenge the 'return on investment' of existing interventions and programs
- Utilize our analytics capability as a predictive tool of incident causation

So, if you want to derive value from the investment made in relation to your incident investigations, we have the people and tools to assist.

Workplace productivity

Best practice employers have a holistic approach to managing safety, productivity, injury prevention and workers' compensation return to work programs. Understanding the key drivers of your organizations' workplace productivity can provide actionable insights towards improving performance. Better performing employers have higher employee engagement, higher productivity and lower absenteeism and lower workers' compensation insurance costs.

We can help you to:

- Identify the major drivers of lost productivity through absenteeism by linking employee demographics with safety incidents, sick leave, and workers' compensation claims, to better isolate the human and social drivers of workplace absenteeism
- Use the insights from our understanding of the drivers of poor absenteeism experience to develop strategies that increase workplace engagement
- Develop monitoring systems around key items, such as sick leave, safety incidents, and workers' compensation risks, aiming at identifying reliable predictors early, thereby providing the opportunity for continual improvement
- Understand the whole of industry trends, and their relevance to your organization, using our knowledge and experience with most of Canada's largest workers' compensation schemes

Our experience has seen that integrating prevention strategies and return to work programs (into workplace culture and employee engagement programs) has the potential to release significant ROI to the business.

Company Information

Summary

Canadian Business Number (BN)	776593527RC0001
DUNS	240300501
BBB Rating	A Plus
IWSCC Certification Number	5156
Certified Educational Institution Number	7009/14024

Contract Vehicles

Ariba Network ID	AN01499356560
Merx Organization No.	1013225

Selected NAICS Codes

541611	Administrative management and general management consulting services
541618	Other management consulting services
541619	Other management consulting services - Canadian industry
541690	Other scientific and technical consulting

Insurance

Insurer	TCIM/Lloyd's Underwriters
Indemnity	\$1m CAD (Errors and Omissions) and \$2m CAD (General Liability)

Contact Information

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HSE International refers to HSE International Group Limited, a Canadian private company limited by guarantee.

HSE International provides audit, consulting, risk management and advisory and related services to public and private clients spanning multiple industries. HSE International bringing world-class capabilities, insights, and high-quality service to address clients' most Health and Safety complex business challenges. To learn more about how HSE International helps build a safer workplace, please connect with us on Facebook, LinkedIn, or Twitter.

HSE International serves clients that range from the worlds' largest companies and public sector organizations to smaller businesses with ambition to grow. For more information about HSE International, look to our website www.hseigroup.com.

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