

<b>Policy Title:</b>	Environmental Policy [US Version]		
<b>Policy #:</b>	EMA 2	<b>Version #:</b>	2
<b>Author:</b>	President & CEO	<b>Creation Date:</b>	December 10, 2012
<b>1. Policy Statement</b>	States the reason for the policy		
Versant Power shares in the desires of our customers, shareholders, employees and others to enjoy the benefits of a sound economy in a healthy and sustainable environment. We are committed to meeting our business objectives in a manner which is respectful and protective of the environment, and in full compliance with legal requirements and company policy.			
<b>2. Policy Objectives</b>	Identifies the intent of the policy and the behaviors or practices it guides. Refer to procedures, guideline documents and local regulatory legislation at affiliate level if applicable.		
<p>In promoting these principles, Versant Power companies exposed to environmental risks in their daily business, business alliances, partnerships or prospective ventures, will:</p> <p>Make environmental considerations an integral part of the decision making as they pursue value to shareholders and quality services to customers.</p> <p>Develop, verify and continually improve environmental management systems through strong leadership of management and employee commitment.</p> <p>Consider pollution prevention as the first option in preference to control or clean.</p> <p>Work with employees and customers to promote the most efficient use of resources, products and services.</p> <p>Communicate with all stakeholders on environmental performance in a proactive and open manner.</p>			
<b>3. Definitions</b>	Clarifies terms referred to in this policy.		
Not applicable.			
<b>4. Policy Application</b>	Identifies to whom the policy applies (i.e. full time, part time, regular, term, etc. employees, visitors, contractors, vendors and suppliers.		
This Policy applies to all employees, visitors, contractors, vendors and suppliers working at a Versant Power workplace. Bargaining Unit employees should refer to their respective current Collective Bargaining Agreement for other applicable terms and conditions.			
<b>5. Accountabilities</b>	Identifies the responsibilities of all to whom the policy applies.		
Versant Power requires all employees to fulfill the environmental responsibility and requirements of their jobs at all times.			
<b>6. Consequences</b>	Identifies the consequences of policy violation.		
<p>Appropriate disciplinary action up to and including termination will be taken against any employees found to have violated this Policy.</p> <p>Appropriate action will be taken against visitors, contractors, vendors and suppliers found to have violated this policy.</p>			
<b>7. Inquiries</b>	Identifies who to contact for more information about the policy.		
Questions, concerns or any inquiries related to this policy should be directed to Versant Power Human Resources for investigation and follow up. Versant Power reserves the right, at its sole discretion, to review or change this policy at any time with or without notice except as required by the NLRA and/or the current Collective Bargaining Agreement.			