

### Health, Safety, Security, and Environment Policy

Protection of people and the environment is a CH2M HILL core value. It is our vision to create a culture within CH2M HILL that empowers employees to drive this value into all global operations and achieve excellence in health, safety, security, and environment (HSSE) performance. CH2M HILL deploys an integrated, enterprise-wide behavior-based HSSE management system to fulfill our mission and the expectations of our clients, staff, and communities based on the following principles:



- We require all management and supervisory personnel to provide the leadership and resources to inspire and empower our employees to take responsibility for their actions and for the actions of their fellow employees to create a safe, healthy, secure, and environmentally-responsible workplace.
- We provide value to clients by tailoring HSSE processes to customer needs and requiring all CH2M HILL employees and subcontractors to deliver projects with agility, personal service, and responsiveness and in compliance with HSSE requirements and company standards to achieve health, safety, security, and pollution prevention excellence. Our performance will aspire to influence others and continually redefine world-class HSSE excellence.
- We systematically evaluate our design engineering and physical work environment to verify safe and secure work conditions and practices are established, consistently followed, and timely corrected.
- We continually assess and improve our HSSE program to achieve and maintain world-class performance by setting and reviewing objectives and targets, reporting performance metrics, and routinely reviewing our progress.
- We care about the safety and security of every CH2M HILL employee and expect all employees to embrace our culture, share our core value for the protection of people and the environment, understand their obligations, actively participate, take responsibility, and “walk the talk” on and off the job.

The undersigned pledge our leadership, commitment, and accountability for making this policy a reality at CH2M HILL.

Dated the 1st day of January 2009.



**Ralph R. Peterson**, Chairman of the Board & Chief Executive Officer



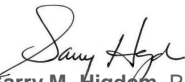
**Lee A. McIntire**, President & Chief Operating Officer; President & Chief Executive, Energy



**Robert C. Allen**, Senior Vice President & Chief Human Resources Officer



**Don S. Evans**, Vice Chair, Board of Directors; Chief Marketing Officer



**Garry M. Higdon**, President, Energy & Chemicals



**Catherine Santee**, Senior Vice President & Chief Financial Officer



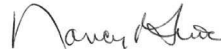
**Mark A. Lasswell**, President & Chief Executive, Civil Infrastructure



**Michael E. McKelvy**, President & Chief Executive, Industrial



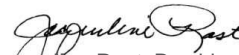
**Thomas G. Searle**, President & Chief Executive, International



**Nancy R. Tuor**, President & Chief Executive, Federal



**Bob C. Card**, Chairman, CH2M HILL International



**Jacqueline Rast**, President & Chief Executive, CPE



**René Massinon**, President, CH2M HILL Energy & Chemicals Canada



**Keith Christopher**, Senior Vice President, Health, Safety, Security, and Environment