



# ENVIRONMENT, HEALTH, AND SAFETY POLICY

## MANAGEMENT LEADERSHIP

---

Compliance with this policy requires all managers to recognize environmental, health and safety performance as a business priority and to operate our operations in a manner consistent with the principles described below. Management will ensure compliance to this policy by providing sufficient resources, identifying environmental, health and safety objectives and targets as part of annual operating plans, conducting inspections and audits, and monitoring progress through regular management reviews. Management will communicate in a timely manner on our environmental, health and safety performance to employees on a periodic basis.

## RISK MANAGEMENT SYSTEMS

---

Management will ensure that potential environmental impacts and health and safety hazards associated with employee activities and operations are identified and assessed. We will develop systems to effectively control significant risks in order to provide protection to our workers and the environment and to the property and employees of the businesses we serve.

## COMPLIANCE WITH REGULATIONS AND OTHER REQUIREMENTS

---

We will manage our operations to ensure compliance with applicable environmental, health and safety laws, regulations, industry codes and other internal and external requirements.

## INVOLVEMENT AND ACCOUNTABILITY OF EMPLOYEES

---

As a condition of employment, management requires all employees to be accountable for their performance by working safely and in a responsible manner. Management will actively involve all employees through proper training and periodic communication on site and company performance.

## EMERGENCY PREPAREDNESS AND RESPONSE

---

Management will ensure that all employees are engaged and participating in the emergency preparedness and response activities for the site they are actively working in.

## CONTINUAL IMPROVEMENT

---

We will continually improve and minimize the risks and hazards of our activities and operations through implementation of an efficient management system that includes employee training, effective operational control, and risk assessments. We will take into account the potential negative impacts of our operations on the environment by implementing economically feasible environmental measures, from alternative fuel vehicles to recycling to waste reduction at the source.

Dave Pasek  
President and CEO