

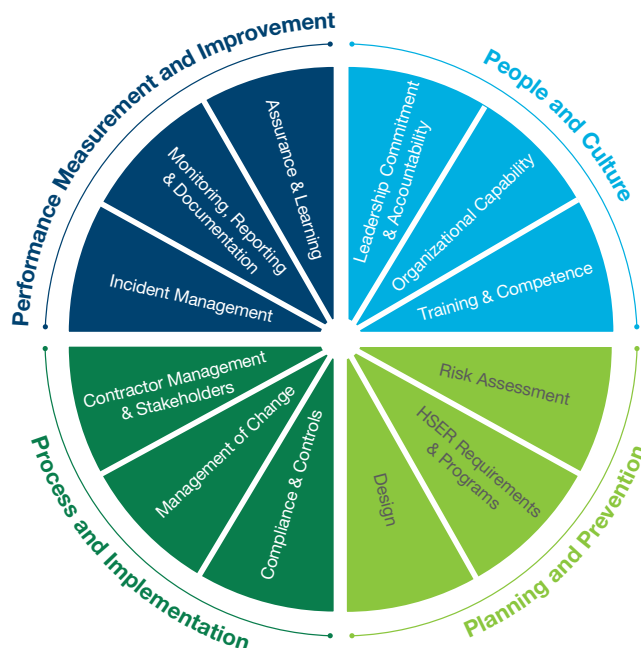
The reputation and strength of our company is built upon safety and environmental stewardship. This starts with a culture of respect — a culture where compliance outweighs convenience and employee ownership means there is accountability at every level.



Although making safe decisions and protecting the environment are part of every employee’s daily responsibility, our Health, Safety, Environmental and Regulatory (HSER) team of well-trained professionals leads the company’s prevention and protection initiatives. This includes maintaining a culture of safety and compliance and implementing HSER best practices for continuous improvement.

**HSER MANAGEMENT SYSTEM**

Our HSER management system is a strategic approach that emphasizes four categories critical to our success. Within each category, the strategy defines specific steps to translate words into action. It is also an accountability layer as the HSER leadership team reports regularly to senior management and the Board of Directors on strategy progress.



**PERFORMANCE METRICS**

Each year we set companywide performance metrics with safety and environmental metrics topping our priority list. For 2018 our HSER corporate goals include:

 **Protecting Our People**  
TOTAL RECORDABLE INCIDENT RATE  
0.31 OR LESS

 **Preventing Spills**  
FEWER THAN 65 REPORTABLE SPILLS

We work to consistently maintain and improve our safety and environmental protection measures. One way that we deliver on this commitment is through our HSER Compliance Assurance team, which functions as a specialized internal audit group, evaluating the company’s efforts to reduce HSER-related risk.