



Every person has the right and **responsibility** to stop any task that is believed to be unsafe or could lead to environmental impact. **No worker will be penalized in any way for raising a concern or question in good faith.**

- » Every **LIFE** is important
- » **PROTECT** the environment
- » Have the **COURAGE** to speak up
- » Make the **COMMITMENT** to work in a safe environment
- » **NO REPERCUSSIONS**

A handwritten signature in black ink, reading "Doug Lawler", with a horizontal line underneath.

Doug Lawler
President,
Chief Executive
Officer and Director

A handwritten signature in black ink, reading "Brittany D Benko", with a horizontal line underneath.

Brittany Benko
Vice President – EHS