



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 legitimate concern or question.

- » 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".

Doug Lawler  
President, Chief Executive  
Officer and Director

A handwritten signature in black ink, reading "Brittany D Benko".

Brittany Benko  
Vice President - EHS