

Safety Policy

Reviewed By: Majo Thurman

Approved By: Blake Moret

The health and safety of our people is one of our top priorities. It's foundational to our business value and is an integral part of our operations. We are committed to demonstrating the highest standards of health and safety for our employees and customers.

We often say we want our company culture to be a place where we all *can and want to do our best work*. This means taking care of each other and ensuring employees feel safe and supported. It takes all of us, leading by example. We do this by establishing and monitoring safety objectives and targets.

We are committed to:

- **Leadership accountability** for the health and safety our employees
- **Advocacy** from employees to help create a culture of safety with active participation
- **Compliance** to safety regulations, while meeting and exceeding customer expectations
- **Risk mitigation** to proactively minimize or eliminate risks, helping to drive continuous improvement across our business



Blake Moret
President and Chief Executive Officer