



## ENVIRONMENTAL, HEALTH AND SAFETY POLICY

The company recognizes Environmental, Health and Safety management as among the highest corporate priorities and is committed to providing a workplace that is injury and incident free for all employees, visitors, and contractors. The company shall foster a culture focused on continual improvement, the prevention of injury, ill- health, and pollution by complying with all local, state, and federal Environmental, Health and Safety laws and regulations, and other requirements to which the organization subscribes.

Signed

A handwritten signature in blue ink that reads 'Paul A. Stoelting'. The signature is written in a cursive style with a large initial 'P' and 'S'.

Paul Stoelting  
General Manager

October 2023