



WORK HARD. WORK COMFORTABLY.

Environmental Policy

We recognize our business has an important role to play in protecting and enhancing the environment for future generations and to help secure long-term sustainability. Our Executive Management remains committed to the following actions:

Develop an Environmental Plan establishing our Objectives, Targets, and Planned Actions

Monitor and measure the performance of the Environmental Management System to further our commitment to continual improvement

Protect the Environment through a commitment to fulfill compliance obligations

Communicate our policy and practices to engage interested parties

Minimize the impact of our activities in such areas as pollution of water, emissions to atmosphere, noise and waste reduction

A handwritten signature in black ink, appearing to read "James I. Sears".

James I. Sears
Chief Executive Officer
Environmental Policy