



## Aveda Environmental Policy

Aveda Transportation and Energy Services (Aveda), is committed to protecting the environment and conducting our operations in an environmentally responsible manner.

Our goal is to ensure that we meet or exceed compliance with all applicable environmental legislation and that our employees are properly trained to carry out their roles without undo harm to the environment.

To ensure we meet our environmental commitments, Aveda has the following requirements for all of our management, supervisors, employees and contractors:

- Comply with federal, state, provincial and local environmental laws and regulations.
- Operate our vehicles and facilities in a manner that protects the environment, employees and the public.
- Include environmental considerations as part of operational planning process.
- Conduct annual reviews of Aveda's operations to ensure environmental compliance.
- Be personally responsible for environmental stewardship.

It is Aveda's expectation that all employees and contractors:

- Are properly trained for their specific roles.
- Report all environmental hazards or occurrences.
- Adhere to all environmental practices and requirements.

A handwritten signature in black ink that reads "Ronnie Witherspoon Jr." The signature is written in a cursive, flowing style.

Ronnie Witherspoon  
Chief Executive Officer, President

A handwritten date in black ink that reads "4.25.14". The numbers are written in a simple, blocky style.

Date