



## Health and Safety Policy

Aveda Transportation and Energy Services (Aveda) is committed to a safe and healthy work environment for all of its employees, contractors and the public.

As a Company we expect all of our activities, employees and contractors to meet or exceed all regulatory requirements and to conduct our operations in a safe and responsible manner. We believe all injuries and incidents are preventable and that we must continuously work together to strengthen and improve our Health and Safety performance to drive towards Zero injuries.

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

- Comply with all company, federal, state, provincial and local industrial health and safety laws and regulations.
- Only carry out work activities that you have been properly trained for.
- Include health and safety considerations as part of the standard operational planning process.
- Conduct annual reviews of Aveda's operations to ensure health and safety compliance.
- Be personally responsible for your own safety and aware of the safety of those around you.
- Be accountable for the safety of personnel under your control.
- Set clear safety objectives and targets on an annual basis that drive towards continual improvement.

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

- Are properly trained for their specific roles.
- Report all potential hazards and conditions.
- Adhere to all safe work practices and requirements.
- Report all incidents and near misses immediately.
- Utilize "Stop Work Authority" where / when required.

  
Ronnie Witherspoon  
Chief Executive Officer, President

  
Date