



Safety Policy Statement

Safety is a core value of this company, and we believe in providing our employees and customers with a safe working environment. FEAM is committed to achieving the highest level of safety performance and meeting regulatory requirements, while delivering our services. To fulfill this goal, FEAM is dedicated to implementing and maintaining an active Safety Management System (SMS) by adopting strategic approaches which will continuously improve the level of safety within our operation and mitigate risk.

The Chief Operating Officer/Accountable Manager, as the accountable executive, is ultimately responsible for the safety performance at FEAM and, along with Top Management is committed to providing the necessary resources to implement and maintain the SMS. The Accountable Manager has delegated the oversight of the SMS to the VP of Safety & Regulatory Compliance. All levels of management and employees are accountable for our safety performance, starting with the Accountable Manager.

FEAM's Accountable Manager, with top management establishes and commits to fulfilling safety related objectives. These objectives are outlined in Section 2.2 of this manual. These safety objectives will be monitored, measured, and tracked to ensure they are achieved. The safety policy and objectives are communicated throughout the company and reviewed annually by FEAM's Accountable Manager, to ensure relevance to the company operation.

FEAM has established a safety reporting policy that defines requirements for all employees to report safety hazards or issues without fear of reprisal as described Section 2.5. This policy also defines unacceptable behavior and conditions for disciplinary actions as outlined in the Employee Handbook. **No action will be taken against any employee who discloses a safety concern through the hazard reporting system as described in Section 3 of the SMS Manual, unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or willful disregard of regulations or procedures.**

FEAM will promote the growth of a positive safety culture through education, application of human factors principles, training, and open communications throughout the company. FEAM has established and periodically exercises an emergency response plan that provides for the safe transition from normal to emergency operations as documented in the Emergency Response Manual.

It is the responsibility of each employee to perform his/her job in accordance with established procedures and safe work practices. Each employee will be expected to accept responsibility and accountability for their own behavior and are expected to participate in the company's SMS and take an active role in the identification and mitigation of hazards and risks.

Everyone from top management to employees are responsible for safety and health of those persons in their charge and coworkers around them. By accepting mutual responsibility to operate safely, we will all contribute to the well-being of all FEAM personnel and customers.

A handwritten signature in black ink, appearing to read 'Wayne Sisson', is written over a horizontal line.

Wayne Sisson

Chief Operating Officer/
Accountable Manager