

Health, Safety & Environmental (HSE) Mission/Commitment Statement

To All Employees:

An issue of great importance to me, members of management, and our employees is the need to maintain a safe and environmentally responsible workplace. I am personally committed to creating such a workplace and I expect other members of management to demonstrate that same level of commitment. Working together, all employees are expected to:

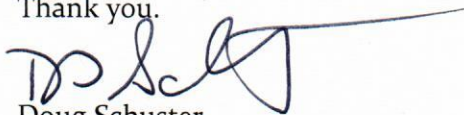
- Work safely as a condition of employment.
- Take proper care not to harm the environment.
- Report unsafe health, safety and/or environmental conditions immediately to management.
- Work with their supervisor to identify and eliminate the causes of unsafe work behaviors.
- Make suggestions and recommendations to improve the HSE performance of each and every operation or task undertaken.
- Actively and enthusiastically participate in all aspects of our HSE programs.

Our goal is to have zero accidents or impacts to the environment. Occupational injuries hurt everyone: injured employees, their families, their work team and our organization. We will manage all workers' compensation claims by ensuring that the injured employee receives prompt, appropriate medical treatment. Injured employees will have transitional-duty work developed for them. They are expected to continue contributing to the work team while recovering from their injuries.

All accidents and/or environmental incidents must be reported immediately so they can be properly investigated to determine where we need to improve our HSE management system. When you are asked to participate in an accident or environmental incident analysis, please do so knowing that the purpose is to fix the system, not to place blame on individuals.

Working together on HSE issues we can improve the quality of our work life, products and services, and ultimately our ability to be competitive in the marketplace.

Thank you.



Doug Schuster
Managing Director, EPIP GBU