



HEALTH, SAFETY & ENVIRONMENT (HSE) POLICY STATEMENT

DNOw is committed to protecting the health and safety of our employees, customers, the public, and the environment while acting in a manner consistent with all applicable laws and regulations. DNOw strives for continuous improvement in health, safety, and environmental practices to enhance our company's business performance, satisfy customer requirements, and create positive change globally as well as in our local communities.

HSE Culture and Design

At DNOw, we integrate health, safety, and environmental practices into our business model, from day to day operations to integration of business acquisitions, as well as measuring and assessing results while continually improving processes through the use of effective HSE management systems. Procedures, guidance documents, and other tools are developed for DNOw employees to foster compliance with all applicable laws and regulations while establishing a uniform culture which prioritizes HSE into all aspects of DNOw's business. We continuously look for ways to minimize or eliminate risk and liability in HSE as we believe that reduction or elimination of these incidents can only be achieved if all employees are aware of their individual responsibility, not only for their own health and safety, but for the health and safety of others in the workplace.

Team

All employees are responsible and accountable for DNOw's HSE performance. Safety and health excellence will be promoted by all employees, including DNOw's leadership team. DNOw will work together with its team members to ensure that all employees, vendors, customers, contractors and subcontractors, and third parties are aware of their roles and responsibility to fulfill and sustain DNOw's HSE commitment through adherence to its policies and procedures.

Action

DNOw employees should consistently create and support a work environment that is reflective of internal HSE policies and procedures which eliminate risk and liability within the workplace. DNOw employees are responsible and empowered to observe, intervene, and report unsafe conditions and behaviors as they occur. Employees are to inform the Corporate HSE Director upon receipt of any regulatory agency citation or notice of violation immediately. All employees are required to prioritize HSE as an essential part of their job duties and responsibilities.

We shall meet these commitments through documented HSE objectives and routine management reviews which cultivate a uniform culture throughout our organization where employees create and support a safe and healthy workplace while protecting the environment in which we operate.