

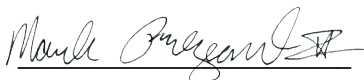
Manual Section 1	Issue Date 03/17/16	Revision Date 01/15/26	Policy Number LLCP-003
	Performance Standard		

PERFORMANCE STANDARD FOR CONTINUOUS IMPROVEMENT IN HEALTH, SAFETY AND ENVIRONMENTAL PERFORMANCE

The performance standard provides requirements for Company HSE management systems. These requirements represent current best practices and minimum standards necessary for an effective management system.

The aim of this performance standard is to ensure the safety and health of the employees and other workers at our sites, to protect the environment and to provide for reliable, efficient operations. We intend to minimize the risk of property damage, maintain a positive relationship with the communities adjacent to our locations, and to meet the requirements of our internal and external customers. The requirements and tools provided within this standard can be used to achieve these objectives. Implementation of an effective HSE management system is the responsibility of management and the excellence with which it is implemented is an important measure of managerial performance. This includes ensuring that control measures are in place to monitor and ensure compliance with federal, state and local regulations, and company policies.

Every Company Supervisor has the responsibility to provide a work environment with proper equipment and adequate training which ensures safe, health, environmentally sound and reliable operations. Each supervisor also has the responsibility, through personal example and through the involvement of all employees, to create a climate in which everyone has a concern for environmental protection and a strong sense of responsibility for the safety and health of his/her fellow worker. Individual and team contribution to health, safety and environmental protection shall be considered essential job performance criteria for all employees.



Mark A. Pregeant II
President
GIS Holdings, LLC.