



June 27, 2012

HEALTH AND SAFETY POLICY STATEMENT:

At the Kleypsen Group, safety in the workplace is fundamental to achieving excellence in everything we do and in achieving superior business results. Providing all employees with a safe and quality work environment is one of our stated goals. At Kleypsen, we value:

- The health and safety of our team members and other stakeholders;
- The protection of the environment;
- The well being of the communities in which we operate.

Consistent with these values, it is the responsibility of our Leadership and Management teams to:

- Provide a safe and healthy work environment
- Ensure that each employee is adequately equipped
- Guarantee that each employee is properly trained to do his or her job safely.

Additionally, and acknowledging that there are risks inherent in almost any operation, management must ensure that, to the maximum extent possible, those risks are carefully managed and controlled.

Continuous improvement in health and safety performance can only be achieved through the total support and active participation of all team members. Each of us has a responsibility to:

- Practice due diligence and to voluntarily comply with applicable laws and regulations, along with company safety standards
- Remain aware of potential risks and hazards to ourselves and our co-workers
- Assist in reduction and/or elimination of any identified hazards/risks.

It is only through these personal and collective efforts, that we can achieve the safe and healthy work environment that is our shared goal. We are all responsible for safety and, working together, we will make it happen.

A handwritten signature in black ink that reads 'J. Kleypsen' with a stylized flourish at the end.

Jeff Kleypsen
President