



**JACAM CATALYST
HEALTH, SAFETY, AND ENVIRONMENTAL POLICY**

The management of Jacam Catalyst is committed to and responsible for providing a safe and healthy working environment. We strive to protect the health and safety of all people, including our employees, contractors, visitors, property, and the public as well as minimize our environmental impact. We continue to invest significant resources into our safety programs to reach our safety goal: an accident-free workplace.

Jacam Catalyst abides by all state and Federal standards and ensures that everyone has the right to refuse unsafe working conditions. All employees, visitors, and contractors must comply with all state and Federal standards and Jacam Catalyst safety protocols, procedures, and training. We equip our employees with hands-on and online training to educate and stay up-to-date on all hazards and risks associated with our industry as well as provide adequate safeguards to the maximum extent possible. We require the use of proper personal protective equipment and ask that all actual and potential hazards are brought to the immediate attention of their manager or worksite safety representative.

All of our safety rules, guidelines, and procedures are clearly defined and stated. All employees and contractors understand that working safely is a condition of employment.

Our goals and objectives achieved through the cooperation and adherence to this policy and our safety program, and it will provide safer working conditions for all Jacam Catalyst employees, contractors, and visitors. The safety and health of all Jacam Catalyst employees, contractors, and visitors is a top priority.