



## Environmental, Health and Safety Policy

Red Willow Production Company's EHS policy is simple: achieve zero accidents for employees and contractors and prevent damage to the environment.

At Red Willow, we strive to maintain a safe and healthy workplace for our employees and contractors by fostering a proactive safety culture and training our employees in safe work practices. We provide technical support to our employees and contractors and train everyone in accountability for their own safety.

Red Willow is a proponent of environmental stewardship. We strive for minimal impacts to air, water, and land during our drilling and operations activities and environmental management programs are in place to reduce air emissions, prevent and respond to releases, protect water resources, work collaboratively with landowners, and minimize wildlife and habitat disturbance.

Red Willow's further commitment to EHS includes:

- Managing and operating our assets in full compliance with applicable environmental, health, and safety laws and State, Federal, and Tribal regulations and internal standards.
- Requiring employees to participate in environmental, health, and safety programs including immediately reporting hazards, accidents or releases in the field; wearing appropriate personal protective equipment; attending required training; and investigating incidents.
- Accountability at the Leadership level for both reducing workplace injuries and illnesses and maintaining compliance with all applicable environmental, health, and safety rules and regulations.

  
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Jason A. Hooten, Executive Vice President, Onshore

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