



## J-W ENERGY COMPANY

### COMMITMENT TO HEALTH, SAFETY & ENVIRONMENTAL QUALITY

The health, safety, and wellbeing of employees, contractors, and the general public, as well as the protection of the environment, is a top priority for J-W Energy Company, its subsidiaries and affiliates.

It is the policy of this company to provide and maintain a safe and healthful workplace and minimize any negative impact that our operations might have on the environment. In order to accomplish these goals we will strive to maintain the proper attitude and cooperation of every manager, supervisor, and employee. A dedicated commitment from every employee is necessary to ensure that they are familiar with, and adhere to, J-W Energy Company's health, safety and environmental requirements.

The Health, Safety & Environmental Program adopted by the company is based upon compliance with applicable Local, State, and Federal safety and environmental regulations and requirements, as well as commonly recognized practices and standards for safety and environmental compliance in the oil and gas industry. Management is responsible for interpreting and translating these regulations, practices and standards into a set of on-the-job policies, which will be enforced.

To ensure compliance with the policies and procedures of the company, managers and supervisors at each business location are responsible for assuring safe work practices and environmental compliance by all employees and contractors under their control.

Each manager and supervisor is required to give the same high level of personal attention to the health, safety, and environmental program as they devote to other supervisory responsibilities.

It is management's responsibility to ensure that each facility is operated in a manner that will provide protection from all hazards and safeguard against property damage and loss.

Managers and supervisors shall ensure safe working practices through training and enforcement all governmental regulations and company HSE policies. They are also responsible for promptly correcting all recognized hazardous conditions and improper methods or practices within their areas of responsibility.

All employees are personally responsible and accountable for their performance in all safety and environmental practices, as well as their other job related duties.

The President of J-W Energy Company will assure that management oversight of HSE issues is maintained through each respective Business Unit President and the Director of Health, Safety, and Environmental Affairs.

Date: 10-24-11

Gene Gradick; President  
J-W Energy Company

J.R. Wells; HSE Director  
J-W Energy Company