

## COMMITMENT TO SAFETY

Safety is an Arrow core value. Safety is the product of a well-trained and knowledgeable workforce; a work environment where identified hazards are controlled, a culture that fosters worker wellbeing and consideration for the communities in which we operate, while balancing production and safety for the benefit of all stakeholders.

Arrow is committed to the wellbeing of our employees, to the development and maintenance of policies, procedures, standards and practices that foster health and safety, and to environmental stewardship.

Arrow is committed to providing a safe and healthy workplace for our employees and safe and reliable service to our customers. The Arrow Safety Management System is our blueprint, the guideline for all Arrow employees and contractors.

We each have an important role to play to keep ourselves, our fellow workers and those we interact with safe. The responsibilities of all managers, supervisors, employees and contractors have been clearly outlined in our Safety Management System. Arrow will ensure that everyone is aware of their responsibilities and the potential hazards of the work. Training and supervision will ensure that responsibilities are met and hazards are controlled. Arrow will provide safe work procedures in cooperation and consultation with workers. Appropriate tools and equipment are available to assist employees in health and safety initiatives and to help them carry out their responsibilities. We are all accountable for achieving and maintaining sustainable health, safety and environmental results and must not carry out any work that may be unsafe.

Arrow is committed to the protection of the environment in the areas we serve and to compliance with all applicable laws, acts, statutes and codes that govern our operations. To this end, we make a commitment to review our Safety Management System on an annual basis and amend it as necessary. All managers, supervisors, employees and contractors are required to comply with corporate health, safety and environmental requirements.

For all of us, a steadfast focus on safety is a condition of employment at Arrow.



*Jack W. Charles Jr.*  
Chairman & CEO

*May 1, 2018*