



**Title: 1.3 Health, Safety and Environmental Policy**

PIONEER PRODUCTION SERVICES, INC is committed to providing the best possible working conditions for all of our employees. To accomplish this, the Company will comply with all current occupational health, safety and environmental regulations and develop the best operations, procedures and policies to provide such conditions.

The safety and health of our employees and the protection of the environment is our Company's greatest responsibility. PIONEER PRODUCTION SERVICES, INC considers this responsibility to be part of every employee's performance. The basic responsibility for employee health and safety rests with the individual. It is a condition of employment for all employees to conduct their work in a safe and healthful manner.

Supervisors must be accountable for the safety and health of themselves, in addition to the people and equipment that they supervise or manage, and the impact which they may have on the environment. Individual and team contribution to health, safety and environmental protection shall be considered essential job performance criteria for all employees.

Everyone's commitment and contribution will be required in order to maintain the high standard of integrity established by this policy. Management must promote that safety as good business. The good judgment and common sense of the people who work for the Company are needed to assure that their safety efforts add value.

PIONEER PRODUCTION SERVICES, INC is committed to assuring the safety of its operations. All employees, PIONEER PRODUCTION SERVICES, INC, and contractors, regardless of rank or position should be willing and feels free to stop any job when safety concerns and doubts arise. Work shall commence once the safety of the operation can be assured. We, as leaders, must continually promote and reinforce this ethic by setting the example and making our expectations well known.